

# CODE OF CONDUCT



Operating in more than 130 countries, including complex environments, our growth and long-term viability are based on three shared values that guide all our activities:

## Respect | Responsibility | Exemplary Conduct

The Code of Conduct describes how we put these values into practice every day. It explains our commitments and expectations towards stakeholders and provides guidance for employees and everyone who works on our behalf.

**THE THREE FOLLOWING PRIORITY BUSINESS PRINCIPLES ARE EQUALLY CRITICAL TO OUR SUCCESS AS A RESPONSIBLE COMPANY:**

- Commitment to the highest levels of safety and security in our operations as well as protecting health and the environment.
- Compliance with the highest integrity standards, in particular by preventing corruption, fraud and anti-competitive practices.
- Respect for internationally recognized Human Rights standards.

In every business unit, management is in charge of instilling these values and ensuring that our business principles are respected.

You can contact the Group Ethics Committee on any concern related to the application of the Code of Conduct, in particular to help you make any sensitive decisions that may arise in the course of your work.

The Executive Committee and I are confident that each and every one of us will do business in line with the Code of Conduct. Working together, we will be able to build sustainable growth, create value for all our stakeholders and reinforce our commitment to better energy.

Jacky Shapiro  
Managing Director