



## Primo's Code of Conduct

### WORKING TOGETHER WITH PRIMO

#### Professional conduct

We conduct all of our activities professionally and with integrity. We take great care to be completely objective in our judgement and in any recommendations that we give, so that issues are exclusively influenced by the best and proper interests of our customers.

#### Confidentiality

We respect the confidentiality and privacy of our stakeholders, including the protection of personal information received in the course of providing the business services concerned.

#### Integrity

We behave honestly and honorably, and expect our stakeholders to do the same. We do not accept bribe and/or corruption.

#### Respect

Our stakeholders are expected always to act with respect for people and comply with common business principles and all applicable legal requirements concerning conditions of employment.

#### Quality and environmental standards

We maintain the quality of what we do through constant ongoing review with our customers and suppliers. We are committed to observing applicable environmental laws and regulations, which among other things include maintaining and complying with written and comprehensive environmental management programs and audits.

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#### Legal rights and responsibilities

Our actions and advice will always follow relevant law, among these applicable rules concerning minimum age, forced labour, minimum wage and health & safety workplace standards.

#### Human rights

We are committed to acting in a socially responsible manner, respecting fundamental human rights. We always strive to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

#### Respecting the individual

We recognize every employee's right to freedom of association and collective bargaining. Every employee shall be treated with respect and dignity, and we accept no kind of physical, sexual, psychological or verbal harassment or abuse at the workplace.