

Appendix 2 - CSR Code of Conduct - Anti-corruption and Compliance.

CENIT KEONYS FR conducts its business with integrity and respect for the interests of others in accordance with the obligations set out in the Code of Conduct. CENIT KEONYS FR will use its best efforts to ensure that all of its data processors involved in the provision of Products and/or Services comply with the requirements set forth in this Code of Conduct.

CENIT KEONYS FR will comply with all applicable laws and regulations relating to the matters listed below.

1. Anti-corruption

CENIT KEONYS FR will refrain, within the framework of its activity, from carrying out fraudulent activities or from unduly soliciting any sum of money for its activity. CENIT KEONYS FR will not offer, pay, ask or accept a bribe, directly or indirectly through a third party.

2. Human rights

CENIT KEONYS FR will support and respect the protection of internationally recognised human rights.

3. Employment practices

Anti-discrimination

CENIT KEONYS FR will not discriminate in its workplace on the basis of race, ethnicity, age, religion, gender, marital status or sexual orientation.

Safety and health of working conditions

CENIT KEONYS FR will provide its employees with a safe and hygienic working environment. CENIT KEONYS FR will carry out regular inspections of the safety and health conditions in its facilities and take any necessary corrective measures.

Child labour

CENIT KEONYS FR will not employ children under the legal working age and will not support child labour in any form.

Fair working conditions

CENIT KEONYS FR shall comply with all applicable laws and regulations regarding working hours. The Supplier's employees shall be offered wages at least equal to the minimum wage. CENIT KEONYS FR shall in no way promote or support human trafficking or any form of slavery.

Freedom of association

CENIT KEONYS FR will not accept any disciplinary or discriminatory action against employees who have freely and legally chosen to join an association or other organisation.

4. Environmental protection

CENIT KEONYS FR is committed to acting in an environmentally friendly manner, conducting its business in an environmentally friendly manner and adopting an approach to reduce its impact on the environment.

CENIT KEONYS FR will use an environmental management system and ensure a high level of environmental protection in procurement, manufacturing, transport and waste management.