



GENERAL ETHICAL PRINCIPLES

- Equality and non discrimination
- Promoting the common good
- Sustainable development of local communities
- Creation of long term value for all Stakeholders
- Co-operation
- Fairness and impartiality towards Stakeholders
- Effectiveness and efficiency in the use of resources
- Sober incentives and moral motivation for workers
- Legitimacy and non abuse of authority
- Legality and institutional co-operation
- Accountability

PRINCIPLES OF CONDUCT IN RELATIONS WITH STAKEHOLDERS

- Corporate Governance
- Prevention of criminal activity
- Protection of investors and the integrity of markets
- Confidentiality with regard to identity and personal data
- Formulation and performance of contracts
- Accounting records
- Protection and promotion of human rights
- Respect for and conservation of the environment

PRINCIPLES OF CONDUCT IN RELATIONS WITH

- Personnel
- Investors
- Customers
- Suppliers
- Community
- Local communities and economies