## Code of Conduct

This Code of conduct has been approved by the board and applies to BRASSLAND employees and customers.

## Acting Professionally

We deliver professional products in accordance with BRASSLAND policies and relevant technical and professional standards

We compete vigorously, engaging only in practices that are legal and ethical.

We meet our contractual obligations, and report and charge honestly for our services.

We respect the confidentiality and privacy of our clients, our people and other with whom we do business. We comply with applicable laws, regulation and professional standards in order to maintain the appropriate degree of confidentiality and privacy.

It is unacceptable for us to solicit, accept, offer, promise and pay bribes

## Respecting Others

We treat our colleagues, client and other with whom we do business with respect, dignity, and courtesy.

We are committed to maintaining a work environment that is free from discrimination, harassment, and retaliation.

We try to balance work and private life and help other to do the same

We invest in the ongoing enhancement of our skills and abilities.

We provide a safe working environment of our people.

## Corporate Citizenship

We express support for fundamental human rights and avoid participating in business activities that abuse human rights. We act in a socially responsible manner, within the law, customs, and traditions of the countries in which we operate.

We aspire to act in a manner that minimizes the detrimental environment impact of our business operations.

We are committed to supporting international and local efforts to eliminate corruption and financial crime.

BRASSLAND, 10/11/2020

