

# ethics CHARTER

**T**his GreenYellow Group Ethics Charter, involving GreenYellow and all its subsidiaries, commits the Group with regards to its employees and the stakeholders with which it interacts.

In the spirit of the entrepreneurial, loyal, demanding and mutually supportive values that guide its operations, GreenYellow solemnly reaffirms their commitment to embrace and support:

- The inalienable rights proclaimed in the *Universal Declaration of Human Rights*
- The principles of *International Labour Organization Declaration on Fundamental Principles and Rights at Work*

This Ethics Charter expresses our determination to foster long-term reciprocal commitments with customers, suppliers, shareholders, employees and any other stakeholders.

## OUR ETHICS COMMITMENTS

1. **Comply with legal rules**
2. **Apply the principles of transparency and good governance**
3. **Embrace the diversity of expectations, needs and lifestyles**
4. **Uphold human dignity**
5. **Foster equal opportunity**
6. **Support an effective social dialogue**
7. **Apply fair practices**
8. **Offer sustainability mission**
9. **Support vulnerable individuals**
10. **Declare any suspicious behavior or action**

**W**e count on your vigilance and professionalism to ensure compliance with this charter, everyday, in a positive and constructive spirit.

The entire management has joined forces to provide you with the support and the appropriate means to ensure effectiveness. For further inquiries, please contact GreenYellow Legal and Compliance Department.

#### COMMITMENT NO. 1

### **Comply with national and international laws, principles, standards and regulations.**

GreenYellow is committed to complying with all applicable laws and regulations in the countries where it operates.

The Group reaffirms its commitment to the inalienable rights expressed in the International Bill of Human Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), as well as in the eight ILO fundamental conventions.

#### COMMITMENT NO. 2

### **Apply the principles of transparency and good governance.**

GreenYellow guarantees the reliability, fairness and transparency of the accounting, financial, social and environmental information that it communicates to stakeholders.

The Group has introduced governance practices and audit systems. It prohibits any form of corruption or financial malfeasance.

#### COMMITMENT NO. 3

### **Embrace the diversity of expectations, needs and lifestyles of our stakeholders.**

GreenYellow expresses its determination to address the full array of needs and expectations of its stakeholders.

#### *(Commitment No.3 continued)*

The Group engages in constructive dialogue with international institutions, national and local authorities, industry associations, trade unions and any other relevant organisations, with a focus on listening to their concerns and moving forward together.

It strictly upholds the principles of political neutrality.

#### COMMITMENT NO. 4

### **Uphold human dignity.**

Recognizing that every individual makes a valuable contribution to the Group and to society, GreenYellow ensures that it consistently upholds people's dignity in the workplace, without any intimidation or harassment.

Special attention is paid to applying international standards aimed at eliminating forced labour and child labour, both in the Group's own business and among contractual suppliers.

#### COMMITMENT NO. 5

### **Foster equal opportunity in hiring, training and career development.**

GreenYellow does not tolerate any form of discrimination, for any reason.

The Group guarantees equal access to jobs and career development opportunities in its teams, based solely on capability, and facilitates access to training.

It develops appropriate solutions to enable employees with disabilities or suffering from illness to remain in the workforce.



#### COMMITMENT NO. 6

### **Support an effective social dialogue.**

GreenYellow fosters a tradition of social dialogue across the enterprise.

It does everything possible to support a culture of constructive social dialogue based on mutual respect, in the interests of both the business and employees.

It respects applicable legislation and provides fair and reliable information to employee and trade union representatives in a timely manner.

The Group encourages employees to express their expectations to their managers and to employee representatives.

#### COMMITMENT NO. 7

### **Apply fair practices in all its business relationships.**

GreenYellow is committed to frank and open relationships with its suppliers, ensuring that each one is treated fairly regardless of their size.

Service and equipment providers are selected according to objective criteria, based in particular on their ability to deliver the services required and with a constant focus on fair treatment in accordance with the principles expressed in this Ethics Charter.

The Group upholds freedom of competition and free enterprise and refrains from engaging in any business practices likely to infringe applicable national and international laws and regulations.

#### COMMITMENT NO. 8

### **Offer technology and service consistent with GreenYellow sustainability mission.**

Quality is one of GreenYellow core values. The Group is committed to offering its clients the highest quality, healthiest and safest products, while meeting their expectations regarding ethical practices and quality of life.

The Group pledges to improve working conditions for the people involved in the projects (construction, operation and maintenance), in accordance with local labour laws and international agreements on fundamental rights at work.

The Group does its part to preserve biodiversity through environmental impact assessment especially for its ground-mounted PV plants.

COMMITMENT NO. 9

**Support vulnerable individuals and populations.**

GreenYellow is attuned to the difficulties facing vulnerable populations in all of its host countries.

In particular, through its local CSR programs, it is committed to helping disadvantaged populations gain access to energy, education and healthcare.

In addition, it supports humanitarian aid organizations by forging partnerships with them and providing them with financial assistance and/or equipment.

*By signing this charter, I acknowledge having read the document and commit to ensure full compliance with its terms and engagements.*

Company:

First name:

Last name:

Role:

Date:

COMMITMENT NO. 10

**Declare any suspicious behavior or action.**

At GreenYellow, public safety and security is everyone's responsibility.

Every employee is empowered to declare any action that is out of place and does not fit into the usual day-to-day activity.

Global Health & Safety Golden Rules are shared at all levels, including external stakeholders, and set forth work stop authority rights and the importance of voicing concerns.

*Signature*