



Eindhoven, July 2014

The sole purpose of this document is to set forth the practices that are already established as the foundations of our organisational style. The goal is to help our partners, our customers, our suppliers, and our current and future employees better understand our mind set and the rules that we set for ourselves.

It also constitutes a set of behavioural guidelines for all of our partners and a moral commitment towards all who place confidence in us.

By this Charter of Ethics, GIS International and its subsidiaries, a fast growing company in Purchasing Services and Integrated Supply, formally commits to respect and to defend the values of integrity, quality, honesty, and commercial transparency which it holds as its own.

Above and beyond the personal implication for each of us, it is possible an initiative such as this could bring other businesses that desire to promote these same values into a virtuous circle.

On behalf of the entire GIS International team

A handwritten signature in black ink, appearing to read 'M. Benmeridja', with a large, stylized flourish above the name.

**M.R.H. BENMERIDJA, Chairman and CEO**



**INFORMATION**

Professional information that is communicated must be accurate and easy to understand. It is the duty of all employees to ensure that all related information communicated both internally and externally is true and honest.

**CONFIDENTIAL INFORMATION**

In internal and external communication all employees desire spontaneously to promote social cohesion and to give a positive image of the company. For all information concerning their professional work, employees must exercise great discretion both within the company and on the outside. This discretion must be accompanied by great care to protect professional information, especially confidential information, notably information that has been made public that could be harmful to the situation of the company, their customers, their suppliers, or their competition.

Dissemination of information concerning the company is ensured, in compliance with laws in practice, under the responsibility of the General Director.

**BUSINESS PRACTISE**

In relations with customers and suppliers, the company attends to loyalty and honesty in business practices. All contracts must be formalised in a written document that transcribes with precision all of the services and reciprocal obligations. Invoices must correspond exactly to the reality of the operations and lead to establishment of accounting documents that are accurate and honest.

All employees are forbidden to accept any direct or indirect requests for payment that contradict the law in practise, whether these requests be in money, in kind, or in services, and whether they are made by an individual or a legal entity, to obtain contracts or orders.

All the more, employees are forbidden to make such offers themselves.

**CONFLICT OF INTEREST**

Each employee must avoid situations in which there is a conflict between his personal interests and those of the company.

In all situations that could create a conflict of interests, even before the conflict begins, each employee must inform his immediate manager of the situation that exists in order to determine a means of preventing the conflict or putting an end to it.

**FINANCING POLITICAL PARTIES**

Financing political parties or candidates is strictly forbidden. The decision applies to all companies that are part of GIS International.

**ORGANISATION OF THE BOARD OF DIRECTORS.**

The board of Directors of GIS International and its subsidiaries attend to respecting the rights of all categories of shareholders and protecting their capital.