

Code of Ethics



FOREWORD

Dear colleagues,

idverde's objective is to place nature and environmental protection at the heart of its economic activity, and thereby generate a positive and significant social, societal and environmental impact.

As a leader in our sector, our responsibility is to make our performance part of a long-term action to contribute to the development of more sustainable lifestyles and to provide innovative solutions to integrate nature more into tomorrow's society.

We, employees of *idverde*, the Group's central resource, are the primary actors in this ambition.

However, our mission can only be accomplished through ethical commitments that guarantee the quality of our achievements and our performance.

To support us, this code of ethics defines the values and fundamental principles of our Group that must guide our daily individual and collective actions in carrying out our common project.

The implementation of these principles is a priority for me, and I will carefully monitor that they are always respected.



Luzius Wirth,
Group CEO

idverde's principles and values

The Group has defined values which we hold dear and which must continually drive our behaviours and actions:

COMMITTING TO A POSITIVE IMPACT

Each of the actions of the Group and its employees reflects our commitment to ethics, social responsibility and respect for the environment. They are the foundation of our Group's success. Quality is the goal of everyone in the Group, in all areas and at all levels. It is the result of competence, teamwork, professionalism and a sense of responsibility.

BEING CREATIVE AND INNOVATIVE

This strength is a major driver of development for our Group. It is the result of the expertise and creativity of all employees, and their ability to adapt in order to progress and take up all the social and environmental challenges facing *idverde*: training in new work tools, providing solutions to increasingly complex and critical environmental problems and becoming a strategic partner for our customers.

WORKING TOGETHER

idverde's dynamism is rooted in the commitment of each employee to cultivate a strong team spirit and an inclusive environment that translates into mutual aid, empathy, recognition, tolerance, kindness, a climate of trust, and transparent and constructive communication. Sharing our expertise and experience is fundamental. The good flow of information and good use of our resources allow us to be all efficient and responsive.

Implementation of this code of ethics

This code of ethics applies to all employees and aims to ensure the development of *idverde* while respecting the values mentioned above, which are the Group's DNA.

The rules set out here do not replace national or international laws and regulations, and more generally fundamental human rights and labour standards that *idverde* fully respects.

It is the responsibility of each employee to act in accordance with the principles of this code of ethics, in all circumstances and whatever their duties, level of responsibility and relationships.

In addition, this code of ethics enables our customers, business partners and, more generally, all external contacts to better understand the Group's ethical standards.

Managers, in their managerial functions, must be exemplary in order to embody these principles and foster a culture of trust and integrity within *idverde*.

This code of ethics is a framework document that cannot regulate all situations on its own; it is the responsibility of each individual to give it its full meaning by applying it in good faith.

It is supplemented by guidelines and codes of conduct within each country business unit, which give concrete form to the implementation of this ethical charter and specify *idverde*'s commitments by category or professional practice.

In case of doubt or need for further information, each employee is invited to consult the relevant department in their business unit to obtain additional information or advice.

This code of ethics is publicly available on the website www.idverde.com.

We are all responsible for ensuring that this code of ethics is respected. This is why *idverde* provides all of its employees with a whistleblowing system, enabling them to deal with any report of a suspected violation of the provisions of this code.

In our relations within *idverde*

EMPLOYEES

The activities of each employee shall be carried out in compliance with local regulations, which all employees are required to know.

idverde places the health and safety of its employees at the top of its priorities and is committed to informing and training them in these areas on a daily basis.

idverde is committed to maintaining good working environments based on respect, consideration and discretion. The Group condemns physical, mental or sexual harassment and rejects any practice of excessive pressure or any form of intimidation.

In all its country business units, *idverde* promotes professional equality, diversity and the right to work for all, focusing its social policy on skills and performance. The Group does not permit any form of discrimination.

All employees have the right to respect for their private life and work/life balance.

idverde is committed to respecting and protecting the personal data of all its stakeholders. The Group only collects and keeps the data necessary for its activities.

Finally, the Group is committed to responsible and transparent communication. Each employee is careful not to disseminate non-public data, the disclosure of which to third parties would be likely to harm the interests of the Group and/or its partners, to behave fairly and to respect his or her duty of discretion with regard to the Group, particularly when communicating on social networks or media.

COUNTRY BUSINESS UNITS OF THE GROUP

The Group ensures that relations within its country business units are cohesive and transparent in order to achieve its objectives.

The Group publishes corporate rules that constitute a common base and describe the Group's standards that the country business units deploy within the scope of their activities. Each country business unit, in coordination with the Group, implements local measures to comply with these standards, integrating any local specificities and appropriate adaptations.

The Group ensures that each of its country business units provide each other with accurate, objective and timely information and participate effectively in the consolidation of the Group data.

Each country business unit ensures good communication with its employees in order to facilitate their involvement in the life of the Group by relaying, on the one hand, the orientations and priorities defined by the management and, on the other hand, by providing employees with the means to express their needs and their points of view in their activities.

In our commercial relations

idverde acts ethically, professionally and in a trustworthy manner in its relations with all stakeholders in its market and professional sector.

OUR CLIENTS

One of the Group's priorities is to meet the needs of its customers and provide them with solutions to current challenges.

The Group strives to be the best in terms of quality, added value, service and innovation and to become a strategic partner for its customers.

This means

- ▶ being attentive to customers' requirements and expectations in order to provide them with clear, comprehensive and accurate offers;
- ▶ constantly checking that the products and services provided are of the highest quality;
- ▶ ensuring impeccable follow-up and support in the implementation of our contracts; and
- ▶ operating in a clear legal and regulatory environment that is understood and respected by all, regardless of the country in which the Group operates.

These requirements imply an open dialogue, based on accurate and sincere information, transparency of the procedures implemented by the Group and, of course, compliance with commitments as well as with competition and business ethics rules.

OUR SUPPLIERS AND PARTNERS

The quality of the products and services provided by the Group also depends on its ability to obtain excellent performance from its suppliers and partners.

The Group selects its suppliers and partners on the basis of objective criteria of quality, performance, cost and suitability to its needs in the perspective of a relationship of mutual trust.

The quality criteria include the adherence by suppliers and partners to ethical, environmental and societal rules that are compatible with those of the Group.

The choice of suppliers and partners must be made without favouritism or discrimination, applying the selection and decision-making procedures defined within the Group's country business units.

Employees involved in the selection of suppliers and partners must demonstrate irreproachable ethics, avoid any conflict of interest and comply with regulations, particularly those concerning competition rules and business ethics.

The Group is committed to protecting the confidential information of its suppliers and partners as if it were its own.

Our competitors

The Group ensures that competition rules are respected so that competition is fair and equitable in all countries where it operates. No action by the Group should prevent, restrict or distort competition.

The Group rejects all unfair competitive and commercial practices, in particular any agreement with competitors or any concerted practice concerning prices and, more generally, financial conditions, the distribution of markets and/or clients.

If the Group enters into a relationship with a competitor, the parties concerned must clearly define the scope of the information exchanged in such a way as not to take unfair advantage of the Group, and vice versa.

Furthermore, it must be ensured that any grouping, even temporary, in which a Group entity participates, is formed and acts in accordance with the applicable competition rules.

In case of doubt, employees should refer to the competition law compliance guides provided within each country business unit and should not hesitate to ask their legal departments to ensure that competition law is respected.

With respect to our environment

The environment, its preservation and sustainable development are at the heart of our activities. In its corporate strategy, idverde has defined actions and objectives in terms of environmental issues to which reference should be made.

OUR ORGANISATION

Aware that these responsibilities are at all levels, the Group seeks to reduce its environmental impact in all its daily activities, in whatever area.

The Group promotes eco-friendly habits by disseminating best practices and raising employee awareness throughout the organisation.

Employees strive to fight against waste or misuse of resources made available to them.

OUR SOCIETY

The Group defends the protection of the environment through the activities of its country business units, which contribute to the development of nature-based solutions. Through its country based operations, the Group is committed to supporting the local social and economic fabric.

The Group ensures that it always complies with all applicable environmental standards and legislation and encourages its partners to adopt an environmental performance approach.

THE PLANET

As a responsible organisation, the Group links its performance to the generation of a positive social, societal and environmental impact, and has defined its environmental commitments relating to the reduction of its carbon footprint, the preservation and restoration of biodiversity and the optimisation of its waste and materials management by promoting the circular economy.

The Group is committed to developing and offering its customers responsible solutions that are able to meet the challenges of adapting to climate change and biodiversity loss. It is committed to finding solutions to recover and recycle materials, save natural resources, preserve biodiversity and develop green spaces.



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