



newrest

CHARTER OF ETHICS



GOVERNING PRINCIPLES:

- **Social and societal responsibility**
- **Compliance with the laws**
- **Fairness and transparency**
- **Favouring sustainable development**

7 PRIORITIES TO GUIDE OUR BUSINESS & DEVELOPMENT:

- 1 · **To provide our customers with quality products and services** that comply with environmental and safety standards
- 2 · **To fulfil our contractual undertakings** and respect fair competition towards our suppliers
- 3 · **To protect the interests** of our shareholders and associates
- 4 · **To opt for transparency**
- 5 · **To be attentive to the training**, career development and working conditions of all our employees
- 6 · **To comply with regulatory standards** in effect in all of our locations
- 7 · **To promote economic and social development**

STRUCTURE:

- **An Ethics Committee** composed of the Co-CEOs and managers of different nationalities. All members will cooperate in order to meet the ethics objectives established by the company. The committee will meet once a year. At the end of each session, it will issue a report on the prior year.
- **A Sustainable Development Committee** composed of members of the Executive Committee and external participants. Additionally, a “SD” manager will be appointed in each subsidiary. The committee will meet twice a year to define its environmental strategy for the upcoming year and prepare a report on actions executed.
- **A Newrest Foundation** responsible for managing all corporate social and societal actions.
- **The Senior Management of each subsidiary will monitor compliance with the Charter of Ethics.**

