

NEMUS commits itself to:

- Act in accordance with the applicable national and international laws, regulations and best practices within its field of work;
- Manage information in a way that ensures the protection of its integrity and the confidentiality of business matters, employees, clients and suppliers;
- Not allowing corruption or bribery practices;
- Respect and promote human rights;
- Respect and enforce the fundamental labour rights, refusing any kind of forced labour, child labour or discriminative labour, and maintaining adequate working conditions and social protection for its employees;
- Contribute to a sustainable development and to take responsibility for the economic, environmental and social impacts deriving from its decisions and activities;
- Promote an increased environmental awareness and responsibility among all Stakeholders;
- Respect the clients' rights and the respective contractual obligations established, seeking to meet and exceed their expectations;
- Encourage the personal and professional development of its employees;

The employees commit themselves to:

- Safeguard and preserve the company's physical, financial and intellectual assets, and using the company's resources in an efficient manner;
- Use the information that they have access to only within the scope for which it was obtained, respecting the interests of the company and of third parties who are legitimate owners of said information;
- Act in accordance with the company's commitments regarding human and labour rights.

In the case of a business partner, supplier or client committing an inconsistent action in regards to the present Code, an assessment shall be made to ascertain if preventive actions have been taken to avoid this in the future, and an evaluation of the repercussions of said action in the commercial or partner relationships shall be performed.

Signature:



Date:

18.05.2016