

ENTOTRUST CODE OF CONDUCT

This Code of Conduct describes our values and the way we work, in the company and in our external interactions.

Culture & Values

- All our activities aim to be sustainable in our business. The pillars are: long term value creation, social compliance and environmental impacts reduction.
- We all share the same target to leave a positive footprint and contribute to a more sustainable consumption for the current and future generations.
- We are an independent organization, expertise as well as ethics are our source of credibility.
- We respect and foster intercultural collaboration, diversity and inclusion.
- We trust our people, and always behave with respect, collaboration and fairness.
- We share a common vision; we value: achievement, creativity and loyalty.
- We support feedback as a lever for continuous improvement.
- We follow regulations, local and international, as much as agreements written or hand-shaken.
- We are open minded, and believe that without change there is no evolution.

Principles related to Our Clients

- Clients are at the centre of our activity; we prioritize to support them in reaching their goals.
- We respond effectively. We privilege quality over time.
- We offer our expertise to grow further the relationship.
- We deliver high quality. We do the extra mile.
- We are cost and investments conscious, we understand entrepreneurship challenges.
- We carefully listen and act.

Principles related to Our team

- We engage and collaborate only with experienced and verified professionals.
- We allow personal time management given clear company targets, with priority on client service.
- We remunerate our team according to their effective contributions; we understand personal matters for temporary refocus.
- We respect all individuals.
- We are an international team, very much willing to preserve local traditions and identities.
- We keep our team informed regularly.

Principles related to Our Business Partners

- We have one word; we are willing to collaborate.
- We work for the common development and know-how building.
- We keep track of targets and achievements, and act accordingly.
- We are reliable and expect to work with like-minded counterparts.
- We maintain partnerships and collaborations that must be mutually beneficial.
- We encourage innovation.