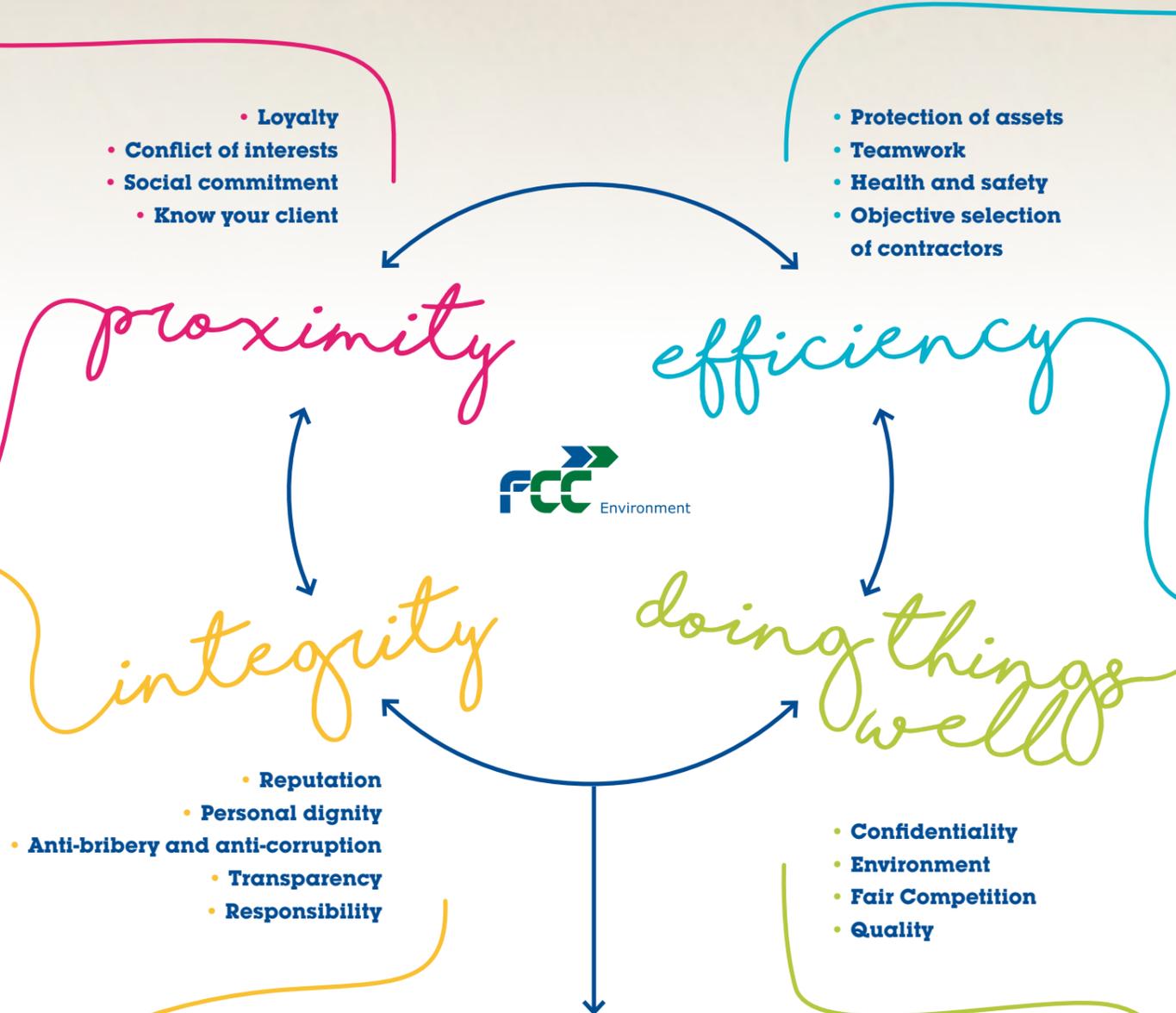


FCC Environment CEE Group Code of

ethics

The basic Principles



LOYALTY: We all are proud of belonging to the same Group and thus we act with loyalty towards it and each other.

CONFLICT OF INTERESTS: We must always carry out our activities looking for common objectives and avoiding any conflicts between the Group's and our personal interests.

SOCIAL COMMITMENT: We are concerned and committed to provide sustainable and eco-efficient services to the communities we interact with.

KNOW YOUR CLIENT: We must know our customers in order to anticipate and meet their needs.

- Loyalty
- Conflict of interests
- Social commitment
- Know your client

- Protection of assets
- Teamwork
- Health and safety
- Objective selection of contractors

PROTECTION OF ASSETS: We carry out our activities making a good, rationale and proper use of our material and immaterial resources.

TEAMWORK: We all work in the same team and therefore we cooperate in good faith with each other to achieve our common objectives.

HEALTH AND SAFETY: We promote health and safety in the workplace and also prevent ourselves and each other from potential risks by using the equipment with due care and diligence.

OBJECTIVE SELECTION OF CONTRACTORS: We hire contractors, suppliers and other business partners based only on objective criteria.

PROTECTION OF REPUTATION: We always bear in mind any potential risk or harm to our Group's reputation which can arise from our day-to-day decisions.

NON-DISCRIMINATION: We respect the opinions of the others and their personal dignity and privacy. As a result, we do not tolerate abuse of authority, discrimination or harassment of any kind.

ANTI-BRIBERY AND ANTI-CORRUPTION: We do not tolerate any form of bribery and corruption and as a matter of principle we do not make, offer or receive any illegal direct or indirect, monetary or non-monetary benefit.

TRANSPARENCY: We provide the society, the market and our supervisory authorities with transparent and reliable information.

RESPONSIBILITY: We behave in a responsible manner towards our clients, the market, the Group and our colleagues in strict respect of the law and the ethical standards.

- Reputation
- Personal dignity
- Anti-bribery and anti-corruption
- Transparency
- Responsibility

- Confidentiality
- Environment
- Fair Competition
- Quality

CONFIDENTIALITY: We act with care and diligence when receiving, processing and storing information and we do not pass any confidential information without being entitled.

THE ENVIRONMENT: Our goal is to provide environmentally friendly services to the society avoiding solutions which can harm the environment.

THE MARKET: We always compete fairly in the market without falsifying ours or the competitors' information and without violating others' rights such as intellectual or industrial property rights.

QUALITY: We provide the society and our customers with high quality services in order to meet their needs.

**Always act rationally, legally and ethically correct.
In case of doubt, contact your line manager or the Compliance Office.**

compliance@fcc-group.eu