



WHY WE HAVE A CODE OF ETHICS

DETERMINATION

RESPONSIBILITY

RESPECT

REPORTING NON-COMPLIANCE

SANCTIONS FOR VIOLATIONS

WHY WE HAVE A CODE OF ETHICS

The culture of integrity is a prerequisite for an international company like we aspire to be. Many valued customers choose to do business with us because they know that SAIVER conducts itself responsibly and ethically, and that we respect the needs of individuals, society, and the environment.

The Code of Ethics defines how we behave at SAIVER and has played a fundamental role in helping us earn our reputation. Every SAIVER employee, at every location and at every level, including board members, directors, and officers, is expected to live up to the letter and spirit of the Code, even if it means losing a significant contract or missing a business target.

The Code of Ethics is more than a recognition of rules. It reflects a personal commitment to taking responsibility for our actions and always working with integrity.

At SAIVER, performance is not only measured by the results achieved but also by the way these results are achieved. For this reason, our clients can rely on the fact that our services, operations, and daily business are based on ethical behavior.

SAIVER is committed to a culture of mutual respect that encourages the exchange of opinions at all levels of the organization. By fostering open dialogue and playing an active role in our community, every SAIVER employee can make a difference.

The strength and future success of SAIVER depend on its reputation as a trusted and reliable business partner. We all have a role to play in safeguarding this reputation. In case of doubt about how to behave in any situation, seek advice from your superior. Confidentiality and non-retaliation are our commitments to you.

Take the time to read the Code of Ethics and do your part to exemplify our high standards of integrity at SAIVER

We show determination when we help our clients succeed

The success of our clients is the key to SAIVER's success. Clients turn to SAIVER for innovation, reliability, and integrity. The standards of conduct required in our dealings with clients have been designed to ensure the consistency of these values and to avoid mistakes that could harm our reputation.

We focus on quality

We strive to help our clients gain a competitive advantage by adding value through the performance and quality of our technologies and machines.

We earn trust through honesty

Trust is built through transparency and honesty. To succeed sustainably, we must earn the trust of every customer through the integrity of our words and actions. We do not promise what we cannot deliver and strive to ensure that customers and colleagues can rely on us to keep our word.

We demonstrate determination when we help our clients achieve success

This system, as the foundation of a free market economy, is protected and promoted by competition law. As a result, our actions must always comply with all laws governing competition. Even though these laws vary from country to country, SAIVER's minimum standard can be defined as follows:

- We engage in open and independent competition in every market. We do not enter into formal or informal agreements with competitors to fix or establish prices, allocate products, markets, territories, or customers.
- We do not obtain or share with competitors current or future information on pricing, profit margins, costs, bids, market shares, distribution practices, sales terms, specific customers, or suppliers.
- Promptly inform your superior if you observe any activity during a meeting that appears to be illegal or suspicious.

We refuse to make improper payments

The reputation for honesty and integrity of SAIVER must not be put at risk by the offering of improper payments. In dealings with public officials, political parties or their officials, or with any private sector workers, SAIVER employees must not offer, promise, or give any undue financial or other advantage, either directly or through intermediaries, to obtain or maintain business or any improper advantage in the conduct of business.

We protect our credibility by avoiding gifts and favors, accepting gifts and entertainment from business partners, or offering such favors under our credibility. This makes SAIVER vulnerable to accusations that business decisions are influenced by factors other than merit.

Employees must not offer, make, seek, or accept gifts, payments, entertainment, or services to or from actual or potential business partners that could reasonably be believed to influence business transactions, that are beyond the bounds of customary business hospitality, or that are prohibited by applicable law.

We demonstrate responsibility when we safeguard the company's assets

Please be aware that every email communication can be considered a statement from SAIVER. Therefore, employees should take care not to release information that is commercially sensitive, controversial, or may have unwanted contractual or legal implications for SAIVER.

All laws governing copyright, defamation, discrimination, and other forms of written communication also apply to online and email communications. Unauthorized or unlicensed software should not be entered into SAIVER's information systems.

SAIVER's information systems must not be used to compromise the integrity of SAIVER's or third-party networks or data. This includes originating or forwarding chain letters or unsolicited commercial emails (spam).

Information generated and stored in SAIVER's information systems is considered the property of SAIVER, and SAIVER reserves the right to access all such information, except where limited by law or agreement. Employees are responsible for the orderly preservation of their records and electronic files.

We safeguard confidential information

Information is a resource. We share some information about products, customers, and suppliers. Any other information provided to employees in relation to their work, regardless of the source, must be kept confidential to prevent others from copying our work or taking our customers. This may also include information that suppliers, customers, or partners may have entrusted to SAIVER.

Information is so valuable that it may be appropriate to ask any external party with access to confidential information to sign a confidentiality statement approved by the management.

We respect the intellectual property rights of others

SAIVER protects its own secrets and respects the intellectual property rights of others. Employees must not obtain confidential information from other parties through improper means or disclose it without authorization.

We avoid and manage conflicts of interest

Conflicts of interest can arise when personal interests are in conflict with the interests of the company. In general, we must avoid situations where personal interests, external activities, financial interests, or relationships are in conflict or appear to be in conflict with the interests of SAIVER and not allow business relationships on behalf of the company to be influenced by personal considerations or relationships.

Employees who believe they are in a 'conflict' must inform their supervisor so that the company can determine the existence of a conflict. They will be informed of the appropriate actions to take, in line with the rules established by SAIVER.

We demonstrate responsibility when we carefully choose our business partners.

The way SAIVER conducts business is crucial for its reputation and success, and business partners should be seen as allies. This section outlines the guidelines for conduct towards suppliers, agents, and consultants.

We are fair in our dealings with suppliers

SAIVER expects fair competition in its markets and applies the same standard in dealings with suppliers. When selecting and/or dealing with suppliers, you should not show favor or preference to any individual or company based on anything other than SAIVER's best interests. You must not allow your business relationships on behalf of the company to be influenced by personal or familial interests.

Similarly, all purchases of goods and services for SAIVER must be made in accordance with company policies.

We collaborate with agents and consultants

Commissions or fees paid to agents and consultants must be reasonable in relation to the services provided. Employees must not agree to or pay commissions or fees that could be considered improper payments.

We build relationships with subcontractors who act like us

We rely on subcontractors for the completion of some projects and appreciate their contribution to SAIVER's customer relationships and the company's reputation. To protect and enhance SAIVER's reputation, we select subcontractors who act consistently with this Code of Ethics.

We collaborate with similar partners for joint ventures and alliances

The strength and success of SAIVER also depend on building enduring relationships with partners who share our commitment to ethical business principles. The standards of any joint venture must be compatible with those of SAIVER.

People working at SAIVER come from many countries, backgrounds, and diverse cultures.

We can appreciate each person's contribution only if we observe the normal standards of courtesy and respect when we interact with each other. SAIVER will also be judged by external people based on how they are treated in their business dealings with the company. Clear and regular communication, diversity, equal opportunities, and respect for health and safety are essential to promote a working environment where everyone feels welcome and comfortable

We promote regular and open communication

Regular communication between managers and their teams is the key to business success. This communication, which usually takes the form of meetings and briefings, should cover the company's strategy, long-term goals, and short-term priorities.

Supplemented by support from the SAIVER Group in the form of newsletters, websites, training, presentations, etc., communication between employees and their superiors should include an explanation of how employees are contributing to SAIVER's business objectives.

Employees have the right to receive feedback from their superiors about their performance, which should assess progress and, if necessary, include proposed plans for further development.

We show respect for each other when we help each other succeed.

We value mutual respect and privacy

The privacy of personal information of employees, customers, contractors, or suppliers must always be respected. Employees must collect, use, store, manage, and disclose individual personal information in accordance with SAIVER's privacy policies and applicable laws. However, employees cannot claim any privacy privileges for communications made through SAIVER facilities beyond those provided by local legislation.

Subject to local law, SAIVER is authorized to monitor the use of email and the internet. All email and internet communications made through SAIVER's facilities are treated as business information of SAIVER and may, therefore, be accessible, retrieved, monitored, and disclosed by SAIVER.

We celebrate diversity

SAIVER regards diversity as an asset. Employees must conduct their business activities with colleagues, customers, and business partners in a manner that respects all individuals, regardless of differences or similarities.

SAIVER hires and promotes people based on their abilities. Employees must not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on gender, age, ethnic or national origin, caste, religion, disability, sexual orientation, union membership, or political affiliation.

We work to create a harassment-free environment

Employees will not feel welcome and comfortable at SAIVER if they, their colleagues, or anyone doing business with SAIVER faces harassment. Harassment, whether it is face-to-face, written, electronic, or verbal, will not be tolerated.

Harassment can take many forms. People may feel harassed by insults, intimidating or aggressive acts or words, derogatory jokes or inappropriate gestures, or unwelcome physical or verbal conduct. Harassment can also be the communication or exposure of offensive material related to any of the diversity aspects mentioned above, such as gender, religion, race, nationality, sexual orientation, or physical abilities.

We set the highest standards for health and safety

It is our duty to our colleagues, their families, and their communities to safeguard the health and safety of every employee at work. SAIVER's strict health and safety policies and reporting requirements are in place to protect the lives and well-being of employees.

SAIVER's fundamental rules for employees are: work safely, protect yourself, your collaborators, the community and the environment. Policies, procedures, and programs apply worldwide to promote safe and healthy working conditions, protect the environment, and support the Group's commitment to complying with applicable laws and regulations.

You must know and adhere to the law and relevant company policies if you have responsibilities in areas subject to safety and/or environmental regulations.

It is also imperative to immediately report hazardous conditions and other unacceptable health, safety, or environmental conditions to minimize workplace incidents and to take corrective action.

At SAIVER, we take pride in being “at home” in the communities where we operate. Respect for the rule of law is fundamental to our license to operate.

In this section, we examine what SAIVER can expect from employees in areas ranging from legal compliance to environmental stewardship. Promoting a sustainable approach to business, both in how we operate and in the technologies we provide, is a key element of good corporate citizenship, of being “at home” globally.

We respect the law

Maintaining SAIVER’s reputation for integrity requires absolute adherence to the law by both SAIVER and all employees. All employees are expected to be knowledgeable about the law as it applies to their work, and management is expected to provide necessary guidance and advice.

For example, SAIVER is strongly committed to upholding non-discriminatory and equitable standards, protecting the environment, and ensuring the health and safety of employees.

SAIVER expects employees to comply with all laws aimed at protecting health, safety, and the environment, obtain all necessary permits, and manage facilities in strict accordance with the law.

Due to the complex regulatory framework within which SAIVER operates, legal compliance issues can arise. Occasionally, there may be disagreement about whether SAIVER is in full compliance with the law, and disputes may arise. At all times, SAIVER will act responsibly and adhere to final decisions issued by the courts.

Compliance issues with governmental requirements may also arise. It is important for SAIVER’s management to be promptly informed of such matters.

Employees have a responsibility to promptly inform management if there is any indication that such an issue may exist.

We promote sustainable development

Every SAIVER employee contributes to achieving the company’s sustainability goals by supporting economic progress, environmental protection, and social development. One aspect involves the adoption of appropriate initiatives that enhance the quality of life in the communities and countries where SAIVER operates.

To do so, employees must become familiar with SAIVER’s sustainability policy and its economic, environmental, and social requirements.

We support environmental responsibility

All SAIVER employees have the responsibility to adhere to the letter and spirit of environmental laws and regulations and to respect the environment wherever they work.

We are active members of our communities

Just as SAIVER, at the corporate level, commits to exercising citizenship by reaching out to the community through specific projects, charitable donations, and concrete support for worthwhile initiatives, the company also encourages individual employees to make an active civic contribution.

The standards outlined in this Code of Ethics represent the core of SAIVER's culture and commitment. Group-wide and consistent compliance is essential, and every employee is responsible for upholding these principles.

All employees are required to report to their supervisor any suspected or observed violation of the law, this Code of Ethics, or company policies, or if they are asked to do something that might constitute a violation.

Employees can also report violations anonymously. However, employees should be aware that anonymous reports can be more challenging to investigate.

Confidentiality will be maintained to the extent possible. Retaliation against any employee who, in good faith, reports concerns about illegal or unethical conduct to the company is not tolerated and will be subject to disciplinary action.

The key is to speak up and bring concerns to light so that issues can be resolved swiftly before serious harm occurs.

Failure to report a known violation or suspected violation or refusal to cooperate in the investigation of a suspected violation is also a breach of this Code of Ethics.

Every employee has the responsibility to ensure that their conduct and that of anyone reporting to them is in full compliance with applicable laws, this Code of Ethics, and company policies. Compliance and integrity, both personally and from subordinates, will be a factor in periodic performance evaluations.

SAIVER enforces a 'zero tolerance' policy and will take disciplinary action, up to and including termination of employment, against employees who violate the law, this Code of Ethics, or company policies.