



FCG Code of Conduct forms the basis for our activities and for our relations with our clients, partners, employees and other stakeholders. It is also applied to our employees and to the Group's Management procedures.

Our principles

- We follow the laws and regulations and respect the cultures and traditions in every country in which the company is active.
- We do not offer benefits that are in contrary to the law or good commercial practice.
- Our employees are to act ethically in all their business undertakings and relations with stakeholders.
- Our employees must not accept bribes or payments from a third party that may affect their objectivity when making commercial decisions.
- All our financial transactions are to be reported in accordance with generally accepted accounting principles.
- Our accounting records must describe all transactions in a manner that is correct and not misleading.
- Our employees and directors must avoid conflicts of interest between their private financial or personal circumstances and the company's business activities.
- We adopt a neutral position as regards political parties and candidates seeking political office.
- We maintain close relationships to maintain a continuous dialogue with our stakeholders.
- We support and respect measures to protect internationally recognised human rights.
- We do not tolerate any form of forced or compulsory labour or child labour.
- We encourage equality and diversity in the workplace.
- As an employer we are against any discrimination on the grounds of gender, faith, age, disability, sexual orientation, nationality, political conviction, trade union affiliation and social or ethnic origin.
- All our employees have the right to a safe and healthy work environment.
- We are committed to creating more sustainable development both through the assignments we perform and through our own business activities.

Human Rights

1. FCG supports and respects the protection of internationally proclaimed human rights; and
2. makes sure that they are not complicit in human rights abuses.

Working conditions

3. FCG upholds the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced labour;
5. the abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. FCG supports a precautionary approach to environmental challenges;
8. undertakes initiatives to promote greater environmental responsibility; and
9. encourages the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. FCG works against corruption in all its forms, including extortion and bribery.

The FCG Code of Conduct is based on the UN Global Compact's 10 principles for businesses in the areas of human rights, labour issues, the environment and anti-corruption.