



CODE OF CONDUCT FOR EMPLOYEES

The Conduct of REVIGRÉS employees shall feature engagement with the company's values and performance in line with the following questions:

Innovation

Do I promote, value and share new ideas and creative solutions in the company?

Do I question what we do and why we do it, for continuous improvement?

Do I see error as an opportunity for improvement?

Do I follow closely and monitor market developments as a way to anticipate progress?

Do I develop my skills in such a way as to ensure top performance?

Team Spirit

Do I foster cooperation as a means of continuously improving knowledge and know-how?

Do I openly and enthusiastically share information and knowledge with everyone?

Do I welcome new ideas and assimilate the feedback of others in my process of professional advancement?

Do I actively listen to and share my opinion with others in a constructive and genuine manner?

Honesty

Am I consistent with what I say, do and think?

Do I foster upright and genuine behaviour, building fair results for all stakeholders?

Do I continuously foster a climate of trust and responsibility in performing functions and in my relationship with others?

Do I not judge, but build on differences?

Focus on results

I enjoy challenges and feel inspired to overcome obstacles to meet ambitious targets;

I plan, analyse, anticipate barriers, propose and implement corrective actions;

I participate and foster collaboration of all in the search for new solutions that exceed the expectations of stakeholders;

I also focus on how I achieve the results: ethics, rigor and quality are inalienable requirements.