



WORKPLACE ETHICS

GYS is committed to working ethically.

◆ Fighting corruption :

- ▶ GYS is committed to a zero-tolerance policy for corruption. Setting a good example is the job of all GYS employees, as well as its suppliers, who continuously represent the company and their image.
- ▶ The company does not accept gifts or payments that could in any way influence a business outcome. We believe that integrity must be the foundation of any business relationship.

◆ Preventing conflicts of interest:

- ▶ GYS requires all employees to not let their personal or financial interests, whether real or potential, affect their objectivity when carrying out their mission at GYS.

◆ Fighting money laundering :

- ▶ The company must ensure that it is not complicit in money laundering, even if done unknowingly. All employees should report any concerns they may have to their superiors in the event of an unusual request from a client that could lead to suspicions of money laundering.

◆ Accuracy of financial records :

- ▶ All accounting records, reports and documents should be retained by the company. Records that may be relevant to an audit or litigation should also be retained for the normal retention period.
- ▶ The documents must represent the reality of the company's situation and not be altered or falsified in order to artificially inflate the results.