

Ethics Policy

01.000.007.E



The aim of this ethics policy is to establish a culture of openness, trust and integrity in Fluenta's business practices.

Effective ethics is a team effort involving the participation and support of every Fluenta employee. Fluenta is committed to protecting employees, business partners and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. All Fluenta employees must undertake annual ethics training and comply with all national and international legislation on business integrity.

When Fluenta addresses issues proactively and uses correct judgment, it sets us apart from competitors. Fluenta will not tolerate wrongdoing or impropriety at any time. Fluenta will take the appropriate measures and act quickly and appropriately should the ethical code be broken.

On behalf of the Fluenta management team.

