



Code of Ethics and Professional Conduct

For any customer and in any country they operate in, the **IAS REGISTER AG -Glocal Compliance Service-** staff and collaborators undertake scrupulous observance of the principles of this Code of Ethics and Professional Conduct:

INTEGRITY

The IAS REGISTER AG -Glocal Compliance Service- and all its employees, whether internal or external, are committed to carrying out their activities according to the criteria of objectivity, impartiality and professional rigor. All staff, direct and indirect, must maintain correct conduct inspired by sincerity, honesty and righteousness; in particular, they must abstain from accepting remuneration directly from customers in order to circumvent the proper conduct of activities of their assignments.

DISCRETION

The IAS REGISTER AG -Glocal Compliance Service- and all its employees, whether internal or external, cannot disclose information regarding activities and interests of customers, of which they have become aware of during the course of their assignments, except where provided by the laws and the internal regulations in force. These reports are governed by professional secrecy and IAS REGISTER AG cannot use them to the advantage of third parties.

AUTONOMY

The IAS REGISTER AG -Glocal Compliance Service- and its employees must be professionally independent from the Organization in which they must function. They have to follow the criteria of objectivity and coherence to international operating procedures during their activities, always guided by principles of equality between customers and of equal dignity between Customer and Supplier.

QUALITY AND COMPETENCE OF PERSONNEL

The IAS REGISTER AG -Glocal Compliance Service- fulfils the objective of respect for compliance regulations and the maximum customer satisfaction by providing, for the conduct of the assigned tasks, trained, highly qualified and constantly updated personnel. All the employees, whether internal or external, operate solely in the interest of the customer, and are driven by a strong sense of collaboration; they must possess the necessary requirements and personality, morality, competence, professionalism, culture and objectivity.

EFFICIENCY

All staff, whether internal or external, of the IAS REGISTER AG -Glocal Compliance Service- must refuse assignments for which they do not have the necessary skills, to guarantee optimum efficiency in the performance itself. The efficiency of the service is ensured and guaranteed by means of a professional and cultural preparation constantly updated with periodic and specific training. The IAS REGISTER AG -Glocal Compliance Service- develops its services in the terms and contractually-defined procedures and agreed upon, aiming at a continuous improvement of the expertise of its employees.

PRAGMATISM AND TRANSPARENCY

It is objective of the IAS REGISTER AG -Glocal Compliance Service- to communicate the entire contents and methods of delivery and service realization explicitly to its customer, whether under contract or during the fulfilment of tasks. Action must also be taken promptly, during complaints, appeals or reports from the Customer or its employees, to give proper response and satisfactory solution, notifying the Accreditation Body of any conflicts that may be determined.

PROMOTION

The IAS REGISTER AG -Glocal Compliance Service- and all its employees, whether internal or external, are expected to facilitate the principles of the Code of Ethics and to raise awareness of the duties and rules associated with it, by the Target organizations of the service, with scrupulous regard of the International Rules of Accreditation.

IAS REGISTER AG

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