

POLICY ON ETHICAL CONDUCT

- SAFACAM commits to operating in an honest, upright and transparent manner in compliance with national applicable laws and international agreements, such as the United Nations Convention Against Corruption (2000). Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- SAFACAM engages in fair and open competition, by treating competitors, suppliers, customers, and colleagues according to the principles of fair competition.
- SAFACAM has zero tolerance for all forms of bribery, corruption and fraudulent use of funds and resources. SAFACAM does not give or receive, whether directly or indirectly, bribes or other improper advantages.
- SAFACAM employees are expected to avoid participation in activities in which they may be unable to maintain professional objectivity due to conflict of interest. SAFACAM employees must not seek gain for themselves or others through misuse of their positions.
- SAFACAM employees are expected to respect the confidentiality of information entrusted to them, except when disclosure is authorized by the General Director or required by laws or regulations.
- SAFACAM commits to a timely, accurate and truthful disclosure of reports and documents in accordance with applicable regulations and accepted agro-industrial practices.
- SAFACAM interacts with local populations in a peaceful way and prohibits any use of intimidation or harassment by contracted security forces. In addition, SAFACAM prohibits the use of mercenaries and para-militaries in its operations.

Disciplinary action will be taken against company employees and third parties who willfully are in breach of this policy.

SAFACAM takes reports of potential misconduct seriously and resolves disputes in an effective, timely and appropriate manner, ensuring confidentiality. SAFACAM will not tolerate retaliation against anyone who, in good faith, raises a concern or participates in an investigation.

Dizangué, 29 January 2019
The General Manager,

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