



Code of Conduct

- Our Business Principles & Values -

WE COMPLY WITH LEGISLATION AND ETHICAL VALUES

We commit to train all our employees to comply with legislation and ethical values. Compliance with regulations, respect for the dignity of persons and fundamental rights are always our starting point. We are committed to conducting our business and professional activities in accordance with the applicable legislation and the AZUR's rules and procedures. All our employees have to comply with this principle by conducting their professional activities with absolute respect and guaranteeing human and civil rights. Compliance with the law and the company's rules is a permanent feature in the daily conduct of all activities in AZUR. The recruitment and evaluation of AZUR employees is based on rules of conduct and in line with the company's values.

WE ARE AGAINST BRIBERY AND CORRUPTION

We have zero tolerance for bribery and corruption. AZUR does not tolerate bribery, the offer or receipt of bribes or any form of blackmail. It is prohibited to influence third parties to obtain an advantage, preferential treatment or guarantee in order to obtain benefits for the company, for ourselves or for other persons, by any type of payment or consideration, monetary or in kind, directly or indirectly. Relationships with customers, suppliers, partners, employees and persons or entities that have, have had or may have joint ventures with AZUR have to be managed by authorized persons, and to comply with the limits stipulated in this Code. It is prohibited giving and receiving gifts and invitations directly or indirectly: no gifts other than those imposed by the usual commercial label or symbolic gifts will be offered and, whatever the situation, the purpose of these gifts will not be to benefit from preferential treatment in any activity that could be associated with AZUR's business. It is prohibited to ask or accept gifts, payments, commissions or other items for personal use from current or potential customers or suppliers. Also included are the provision of personal services, employment opportunities, travel, preferential treatment, special discounts, and any other items of value obtained directly or indirectly.

WE DISCOURAGE MONEY LAUNDERING AND THE FINANCING OF TERRORISM

We are always vigilant to prevent illegal activities. At AZUR, we are particularly vigilant in complying with the legislation on money laundering and terrorist funding.

WE COMMIT TO FREE COMPETITION

AZUR commits to free competition. We comply with the rules and principles of free competition in our field of business. We act loyal, avoiding any behavior that represents or could represent complicity, abuse or restriction of this freedom. AZUR is against all anti-competitive practices. We avoid any behavior that may involve or abuse price manipulation. AZUR is against any violations of competition law, cartel agreements and cartel agglomerations. AZUR undertakes to notify the relevant authorities of any information regarding anti-competitive practices, even if AZUR is not involved in such practices. We commit to protecting our consumers against the effects of any cartel-type agreements.

WE AVOID CONFLICTS OF INTEREST

Duty of loyalty. In performing our professional duties, we act loyal and defend AZUR's interests, avoiding any situation that could give rise to a conflict between our own interests and those of AZUR. In the performance of



their duties, AZUR employees may not act in the interest of present or future personal benefits, their own or those of their affiliates. In addition, members of the Board of Directors and Managers have to be familiar, and comply with legislation and regulations relating to conflicts of interest.

WE ARE COMMITTED TO CONTROL AND TRANSPARENCY

We are committed to control and transparency. Information about AZUR must always be prepared in accordance with the Company's regulations and rules in force, and must be protected and archived in a consistent manner. We are responsible for fulfilling our obligations in accordance with the Company's rules and regulations, so that we can be held accountable for our actions at all times. Transparency is a fundamental principle. All our employees have to cooperate with the management of the organization, as well as with the Code Compliance Officers, with regulators and administrative or judicial authorities, internal or external, by answering to their requests and requirements, and by promptly and correctly providing the information they need as part of their duties.

WE USE AZUR'S RESOURCES AND ASSETS EFFICIENTLY AND SAFELY

Company assets must be protected and used in an accountable and efficient manner. AZUR provides its employees with the means and resources that they require to carry out their professional activity. These have to be used efficiently and in compliance with national regulations, taking the required measures to prevent their loss, theft or any damage.

WE VALUE OWNERSHIP AND CONFIDENTIALITY OF DATA AND INFORMATION

We are all required to protect information and data to prevent unauthorized access. As employees of AZUR, we often manage confidential economic, financial, technical, personal, commercial or administrative information (in paper or digital format) that is valuable to our business and is subject to intellectual property and data protection laws in the jurisdictions in which we operate. Any person working for us must comply with the Company's current information security and data protection rules and comply with all applicable measures to prevent unauthorized access to such information and/or data by off-site parties and employees. The obligation of confidentiality remains in effect even after the end of the relationship with AZUR.

WE ALWAYS WORK WITH PASSION AND FOCUS ON QUALITY OF PROCESSES AND PRODUCTS

Our customers are at the heart of our business. We strive to build long-term relationships based on mutual trust, honesty and professional accountability that add value to our customers. We focus our efforts on getting to know our customers, offering them products and services that meet their needs, and seeking customer satisfaction in our service offering. We design and sell products of the highest quality, and we constantly try to bring our customers value that puts us in the spotlight. We are fair in our dealings with customers. We describe product features in a transparent manner, providing detailed, truthful, comprehensive and easy-to-understand information. We honor our commitments and act with integrity.

HEALTH AND SAFETY ARE ESSENTIAL TO AZUR

AZUR's objective is and will remain zero accidents. This objective is everyone's responsibility at AZUR. Occupational health and safety are a distinctive factor for AZUR and an essential requirement for protecting the health and safety of our employees and business partners entering our manufacturing sites. AZUR is involved in



the activity of the community as well as public health and continues to implement, at the highest level, dedicated strategies and action plans in occupational health and safety in accordance with the applicable legislation.

WE ALWAYS PROMOTE FAIR TREATMENT

We aim to create an equitable work environment that stimulates professional and personal development. We continuously implement internal procedures and initiatives aiming to create an enriched work environment that is free of discrimination of any kind and promotes diversity. When hiring or promoting staff, AZUR always bases its decisions on objective and transparent achievements and performance evaluations.

Under no circumstances, including the application of this Code, AZUR will not accept any form of discrimination, on the grounds of race, nationality, ethnicity, language, religion, family origin, social status, belief, sex, sexual orientation, age, disability, chronic non-communicable disease, HIV infection, belonging to a disadvantaged category, political ideology, membership in a political party or trade union as well as any other criterion which has as its purpose or effect the restriction, removal of the recognition, use or exercise, on equal terms, of human rights and fundamental freedoms or rights recognized by law, in the political, economic, social and cultural field or in any other field of public life.

WE ARE COMMITTED TO MINIMIZE THE NEGATIVE EFFECTS ON THE ENVIRONMENT

We strive to limit the impact on the environment and to use resources efficiently. We conduct our business with the following objectives: efficient use of resources, prevention of negative environmental impacts, protection of ecosystems and historical, cultural and archaeological heritage, minimization of greenhouse gas emissions. We strictly comply with environmental protection legislation. We are working with regulators to develop and promote fair laws and regulations to protect the environment.

NOTE TO OUR PARTNERS & STAKEHOLDERS

We extend our commitment to our business partners and stakeholders. In dealing with suppliers, subcontractors, customers and other partners we strive to establish a balanced and transparent framework for collaboration that promotes stable and sustainable business relationships that maximize benefits for all parties. We ensure ethical commitment and compliance by promoting occupational health and safety practices and encouraging partnerships to comply with our standards, in accordance with this Code, including relevant contract clauses.

We ask our business partners to comply with AZUR's Business Principles & Values. Each customer, distributor, supplier, subcontractor, consultant, and any other AZUR partner has to adhere to the AZUR Code of Conduct, which includes the requirement to comply with all applicable laws, including labor, environmental and anti-bribery laws. AZUR's partners are required to ensure that their employees, agents and subcontractors, if any, who provide or are involved in providing services to AZUR, also comply with the provisions of the AZUR Code of Conduct

AZUR's Code of Conduct is regularly updated to include new regulatory requirements, compliance improvements and best practices.

Date: October 22, 2021