



AFRIK APPRO LTD

**CORPORATE CODE OF
ETHICS**

WWW.AFRIKAPPRO.COM

D-U-N-S N°: 85-176-2264



**BUSINESS ETHICS FORM THE BASIS OF
PERSONAL
AND SOCIAL RELATIONSHIPS IN TERMS OF AN
ETHICAL PERSPECTIVE.
THE CODE OF ETHICS OF AFRIK APPRO LTD. IS
PART OF OUR COMPANY EMPLOYEES
GUIDELINE**

RECIPIENTS AND SCOPE

The recipients of this Code of Ethics who are required to respect the principles contained therein are each employee, collaborator and persons linked by employment with AFRIK APPRO LTD.

Each recipient is required to comply with this Code of Ethics, retaining this aspect of fundamental importance to pursue an ethically responsible business model.

LEGAL OBLIGATIONS

Compliance with all applicable legislation in the jurisdictions where AFRIK APPRO LTD. operates is a basic principle that must be respected by all. Violation of the law will not be tolerated.

2.1 - Personal data defines all information relating to an identified or identifiable individual person. The processing of this data by AFRIK APPRO LTD. within the framework of its activity is done in compliance with the applicable law.



2.2 - AFRIK APPRO LTD. has adopted a policy of full compliance with competition laws.

2.3 - AFRIK APPRO LTD. has put in place policies to prevent any type of risk of financial crime concerning, among other things, money laundering,

the financing of terrorism, corruption and tax evasion.

The parties taking from AFRIK APPRO LTD. have a duty to abide by these policies. Within this framework, verifications are carried out to verify

the compliance of employees, customers, suppliers and other business partners with these policies, and, in the event that any discrepancy is identified, the necessary legal and administrative measures are taken.

CONFIDENTIALITY AND INFORMATION PROTECTION

All business information/documentation, trade or trade secrets, including

products, customers, documents and the likes are not disclosed to the public, relating to the company, which are provided to employees or obtained by them at the workplace. work by virtue of their relevant position or activity, are and will be kept by all as strictly confidential.

CONFLICTS OF INTEREST

Employees of AFRIK APPRO LTD. must avoid actions that may result in a conflict of interest and must take care to protect the interests of the company in the performance of their duties, avoiding any action or behavior that may involve granting benefits to oneself or his family.



The conflict between the interests of the company and personal interests, as well as the obtaining by employees of inappropriate personal advantages due to their functions, or benefiting their relatives or third parties, will not be permitted under any circumstances.

CONFIDENTIALITY AND INFORMATION PROTECTION

5.1 - Employees of AFRIK APPRO LTD. carry out their duties in a fair, transparent and accountable manner.

5.2 - Employees must not have any other professional activity apart from that which they carry out in the company.

5.3 - All employees fulfill their responsibilities to protect and develop a respectable corporate image. In this context, all employees take care to ensure that their personal conduct and behavior is within the framework of general ethical laws and rules.

5.4 - Electronic mail is an important method of internal and external communication. emails are records that can only be disclosed to comply with a court order, otherwise they are kept strictly confidential.

5.5 - Any conduct that attacks religion, language, ethnicity, politics and / or the right of people and repudiated, can in no case be practiced.

5.6 - Employee behavior that disrupts productivity and trust in the work environment, aggressive attitudes, threatening speech and behavior and harassment, commercial, political and religious promotion, are inadmissible.



RESPONSIBILITY TOWARDS CLIENTS

6.1 - AFRIK APPRO LTD. treats all of its customers honestly to ensure the highest level of customer satisfaction.

6.2 - AFRIK APPRO LTD. acts with sensitivity to the difficulties of its customers and aims for the highest level of customer confidence, producing quick and effective solutions.

6.3 - AFRIK APPRO LTD. offers only the products and services that it can provide and makes the necessary efforts to meet its commitments.

RESPONSABILITY TOWARD EMPLOYEES

7.1 - AFRIK APPRO LTD. does not discriminate based on race, ethnicity, nationality, religion or gender. It provides equal opportunities to people in equal conditions. It is based on criteria of performance and efficiency in hiring, in setting remuneration and in promotion. It follows a transparent policy in all processes.

7.2 - AFRIK APPRO LTD. provides a safe and healthy work environment for employees

7.3 - AFRIK APPRO LTD. expects its employees to communicate and cooperate with each other on the basis of mutual trust, respect and courtesy.

7.4 - AFRIK APPRO LTD. allows its employees to participate in the decision-making process.



APPLICATION OF THE CODE

This Code entered into force in September 2020.

RAPHAËL DESHAIES
FOUNDER AND CEO OF AFRIK APPRO LTD.

DESHAIES Raphaël