

**Purposes of
the
procedure**

To confirm the Company's commitment to base its development on principles which clearly assert its commitment to ethics and social responsibility.

RESPECT FOR HUMAN DIGNITY1
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PREAMBLE

The Charter covers all employees of the Company and applies to all its entities and operations.

The responsibility of the Company more specifically covers:

- Its shareholders, with the objective to ensure a good return on their investment and providing them with complete and transparent information on a regular basis.
- Its customers, in the center of its activities, with the commitment to supply quality products and services.
- Its employees, with the implementation of policies for human resources and competence development, and continuously improved working conditions.
- Its suppliers and partners, through clear and respected contractual terms and conditions.
- The civil society, in compliance with laws and regulations, respecting the culture and the environment.

The Ethics Charter's principles and objectives are based on and refer to international Conventions such as:

- The principles of the 1948 Universal Declaration of Human Rights.
- The ILO Core conventions.
- The OECD guidelines for Multinational Enterprises.
- The Principles of the United Nations Global Compact.
- The United Nations Convention against Corruption.
- The OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

RESPECT FOR HUMAN DIGNITY

The company grants great importance to respect for human dignity and pays particular attention to the laws, regulations and international principles established to protect the security, the dignity and the welfare of its employees, clients and all the stakeholders it interacts with.

The company refuses any form of discrimination and promotes equal opportunities of employment and career development to all employees according to their competencies and work independently of origin, religion, race, age, gender or adherence to a political party or worker's union.

The Company respects the ILO core conventions, by committing to ban direct or indirect child or forced labour.

The Company pays particular attention to the prevention of harassment (sexual or moral) as well as providing a healthy and safe work environment at the work place.

RESPECT FOR COMPANY PROPERTY

The Company underlines the importance to prevent the misuse of company property and takes all the necessary measures to avoid deliberately using company assets contrary to company interests and/or for personal gain.

The Company grants great importance to the protection and safety of its economics properties, in particular of its confidential information, and refrains its employees from disclosing any confidential professional information by oral, written or electronic route, except in cases of delegation or express authorisation by management.

RESPECT FOR TRADE REGULATIONS

The Company strictly abides by all applicable laws and regulation.

The Company is committed to fight against corruption and money-laundering, and to promote ethically responsible relationships with the authorities.

The Company is committed to not conclude or execute any agreements aiming to distort the rules of fair competition.

The Company ensures a fair and equitable procurement process.

RESPECT FOR THE CHARTER

The present Charter is communicated and distributed to all employees through posting and on the intranet. It is also accessible to all our partners and to the public on the website of the Company (www.congo-equipment.com).

The Company expects all its employees to develop a positive contribution to the Company's ethics policy, as they are the vectors of the policy on a daily basis. The Company requires employees to respect the Charter and the Code of Conduct, which rolls out the commitments of the Charter through action principles. Any violation of the Charter engages personal responsibility and can result in sanctions.

No one could be prejudiced or punished for alerting a manager, the Director of Credit, also acting as the Compliance officer of the Company, or the Ethics Committee of non-compliant behavior when done in in good faith.

CONTACT

Please contact the Compliance Coordinator for any questions you may have about the present Charter:

□ Address : 675, avenue de la métallurgie – Lubumbashi

Deon Heyns, CEO

