



ETHICS

We want a work environment governed by ethical behaviors, both from our direct and indirect stakeholders. By constantly promoting ethics and integrity in our day-to-day lives, we are safeguarding the image of the Evaco Group, putting forward and living by our values to the fullest, protecting our stakeholders and the community at large.

We have very specific policies to provide guidance to employees and stakeholders about how we operate, and in line with the values of the Evaco Group. Two major partners support the group in the elaboration, implementation and audit of our Code of Ethics, namely Transparency Mauritius which is an independent, non-political and non-partisan body corporate as well as the Internal Audit team reporting directly to the Audit Committee.

The partnership with Transparency Mauritius as well as our whistleblowing policies & procedures are in place since 2019, with training provided to all employees and confidentiality constantly observed.

Our code of ethics caters for explanations on:

- What is expected from everyone when it comes to ethics and integrity.
- How to keep records and safeguard information & company assets.
- How to identify and deal with instances of conflicts of interest.
- How to identify and deal with instances of harassment.
- How to manage relations with third parties such as public authorities, clients, suppliers.
- How to handle gifts of any nature when exercising one's job.
- The Group's stand on harassment and political related activities.
- The grievance and reporting procedures.