



HOW WE DO BUSINESS

A culture of Integrity

WEARE GROUP will conduct its business honestly and ethically wherever we operate in the world. We will constantly improve the quality of our services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. No illegal or unethical conduct on the part of any employees or affiliates is in the company's best interest. WEARE GROUP will not compromise its principles for short-term advantage. We are all expected to adhere to high standards of personal integrity. Employees of the company must not permit their personal interests to conflict, or appear to conflict, with the interests of the company, its clients or affiliates.

Legal Compliance

We require all employees to ensure that they comply with all relevant laws and regulations and maintain legal compliance in every country that we operate within.

No bribes or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

We require our employees to ensure that no human trafficking, slavery practices or worked working are tolerated in their organization.

Our Environment

It is the policy of WEARE GROUP to minimize the potentially significant impacts of our operations on the environment. We will promote sustainability and environmental awareness at all levels of decision-making.

Social Responsibility

We recognize our responsibility to shareholders, employees, customers, suppliers and the wider community. We believe in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. We believe that this provides a competitive advantage for our business.

Supplier and business partners

It is the policy of WEARE GROUP to communicate this code of conduct throughout the community of its suppliers, sub-contractors and more generally with all the entities we make business with.

WEARE GROUP will make sure that all of our partners comply with this code of conduct and assess them accordingly.

We see the obedience to this code of conduct as key criteria to be and remain a WEARE GROUP partner.