

## **ETHICS CHARTER AND CODE OF CONDUCT**

B4C – Business For Consulting

### **1. Purpose**

This Ethics Charter defines the principles of professional conduct applicable to all employees, consultants, executives and partners of B4C. B4C conducts its activities in compliance with applicable laws, regulations and business integrity principles.

### **2. Compliance with Laws and Regulations**

B4C is committed to complying with all applicable laws and regulations, including commercial law, personal data protection (GDPR), fair competition, anti-corruption, anti-money laundering and human rights.

### **3. Business Integrity**

B4C conducts its business with honesty, transparency and professionalism. No employee or representative may offer or accept improper advantages, promise unlawful payments, improperly influence business decisions, or engage in fraudulent practices.

### **4. Conflicts of Interest**

Employees must avoid situations that could create conflicts between their personal interests and those of B4C or its clients. Potential conflicts must be reported to management.

### **5. Confidentiality**

Information obtained during client engagements is strictly confidential. Employees must protect sensitive information, refrain from unauthorized disclosure and comply with confidentiality obligations.

### **6. Respect for Individuals**

B4C promotes a work environment based on respect, equal treatment, non-discrimination, diversity and respect for fundamental rights.

### **7. Relations with Partners**

B4C expects its partners, suppliers and subcontractors to comply with equivalent standards of professional ethics and regulatory compliance.

### **8. Reporting**

Any employee or partner may report in good faith conduct contrary to this Charter. No retaliation will be taken against a person making a good-faith report.

### **9. Application**

This Charter applies to all B4C activities and representatives.

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Approved by B4C Management