



CODE OF BUSINESS CONDUCT

Consulting and Technical Accessory

Manutenção Preditiva Lda

CODE OF BUSINESS CONDUCT

The document contains the "Code of Conduct" which Directors, Managers, employees of Manutencao Preditiva Lda., and in general all those who work in Mozambique and abroad in the name a or on behalf of Manutencao Preditiva Lda or who have business relations must comply with to prevent situations that could lead to unlawful acts.

This Policy identifies behavior related to do's and don'ts, referring to relations with Public Administrations, third parties, and to the Company's activities and obligations, specifying the principles of the Ethical Code in operational terms.

"Do's"

The Recipients of the Code of Conduct are committed to comply with the laws and regulations in force in the countries in which the Company operates.

The Recipients of the Code of Conduct are committed to comply with corporate procedures and follow the principles of the Ethical Code in any decision or action pertaining to the Company's management.

The department heads must ensure that: so far as is reasonably practicable, all employees are aware of the rules and consequent behavior required and, if at any time they have doubts on the procedures to follow, they are adequately assisted by a competent person;

Program of continuous training and awareness of issues relating to the Ethical Code is implemented regularly.

Code of Conduct on the Company's relations with the Public Administration

When participating in tenders called by the Public Administration and in general in any negotiation therewith, the Recipients of the Code of Conduct must operate according to applicable laws, regulations and professional integrity.

The department heads who deal with the Public Administration must give their employees instructions on the operational mode of conduct to be followed in their formal and informal contacts with the various public offices/officers, according to the particularities of their scope of activity, giving them information about the law and making them aware of situations where there is a risk of crime;

Provide adequate mechanisms for tracing communication/information flows towards the Public Administration.



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When applying for contributions, grants or funding from the State or other public bodies, all the Recipients of the Code of Conduct involved in such procedures must act fairly, using and presenting truthful and complete documents and statements, relating to the activities for which the benefits may be legitimately obtained;

Once the required funding is granted, use it for the purposes for which it has been requested and granted.

Code of Conduct on corporate matters and communications to the market

The Company's Directors responsible for preparing the statutory accounting documents, within their respective powers - and anyone under their supervision, are required to fully comply with

company regulations; they must comply with the procedures, instructions and operational rules relating to the drafting of financial statements and to the regulation of key corporate process.

The administrative/accounting department heads, as part of their duties and within the scope of their powers, must ensure that each transaction is: o legitimate, fair, authorized and verifiable; correctly and consistently recorded, to allow for the decision-making, authorization and execution process to be verified; supported by documents that are such as to allow, at any time, for controls on the characteristics of and reasons for the transaction and for the identification of those who have authorized, performed, recorded and checked the transaction itself.

The Recipients of the Code of Conduct involved in drafting the financial statements or other similar documents, must behave properly, provide full cooperation, ensure the completeness and clarity of the information provided, the accuracy of the data and calculations, report any conflicts of interest.

The Recipients of the Code of Conduct and in particular the Directors, when preparing the financial statements, any communications to the market or other similar documents, must represent the economic and financial situation of the Company in a truthful, clear and complete manner.

Only duly authorized individuals can liaise with the press and are required to give truthful information about the Company, in accordance with applicable laws and regulations.

Code of Conduct on relations with internal subjects and third parties

The Recipients of the Code of Conduct, in accordance with the Ethical Code of the Company, are committed to comply with the laws and regulations in force in the

countries in which the Company operates. No relation will be initiated or continued with anyone who does not intend to respect this principle.

All consultants, suppliers and in general, any third party acting in the name and/or on behalf and/or in the interest of the Company, are identified and selected with complete impartiality, autonomy and independent judgment. When selecting them, the Company will take care of assessing their competence, reputation, independence, organizational skills and ability to properly and timely perform the contractual obligations and tasks assigned there to.

All consultants and other people serving the Company must always, without any exception, act with integrity and diligence, in full compliance with all principles of fairness and lawfulness laid down in any code of ethics adopted in case by themselves.

Don'ts

The Recipients of the Code of Conduct shall not perform, not even as an association, any act which is or may be deemed contrary to the law and/or applicable regulations, even if that conduct results in or might, even if only abstractly, result in any benefit or interest to the Company.

The Recipients of the Code of Conduct are expected to avoid any conflict of interest with the Company. Should a conflict of interest nonetheless arise, they are required to report it immediately to the Company.

The Recipients of the Code of Conduct must refrain from any conduct that is detrimental to the image of the Company.

Code of Conduct on the Company's relations with the Public Administration

When dealing with representatives of the Public Administration, whether Mozambican or foreign, it is forbidden to promise or offer them or their family members, relatives, cohabitants, money, gifts or other benefits except in the case of gifts or items of moderate value, and incur unjustified entertainment expenses for purposes other than the mere promotion of the Company's image;

Promise or provide, including through "third parties", jobs/services of personal utility (e.g. refurbishment of buildings owned or used by them - or owned or used by their relatives, in-laws, cohabitants, friends, etc.);



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Provide or promise to provide, solicit or obtain confidential information and/or documents, or any such documents or information that might compromise the integrity or reputation of either or both parties;

Favor, in the acquisition process, suppliers and subcontractors indicated by representatives of the Public Administration as a condition for the successful performance of an activity (e.g. assignment of the job, grant of funding at special terms, license grant).

These actions and behaviors are prohibited both if carried out directly by the Company through its employees and if carried out through non-employees acting in the name and/or on behalf and/or in the interest thereof.

Moreover, when dealing with the Public Administration, it is prohibited to: o produce false or altered documents/data; remove or omit true documents;

Act in such a way as to mislead the Public Administration in its technical and economic evaluation of the products and services offered/supplied;

Omit information that should be given, thus orienting unduly the decisions of the Public Administration in one's favor;

Behave in such a way as to unduly influence the decisions of the Public Administration;

Abuse of the position of a civil servant to obtain personal benefits or benefits to the Company.

In general, it is prohibited to employ, or assign employed advisory tasks to former civil servants who have personally and actively participated in a business negotiation or have supported any requests made to the Public Administration by the Company.

In the course of civil, criminal or administrative proceedings, it is forbidden to engage, whether directly or indirectly, in any illegal action that can favor or damage any of the parties.

It is prohibited, in any way, shape or form, acting in the misunderstood interest of the Company, to coerce the Recipients to respond to the judiciary authority or to induce them to invoke the right to remain silent.

When dealing with the judiciary authority, all forms of influence that induce the Recipient to make false statements, are prohibited; in particular, with respect to any statement to be made, the Recipient cannot accept money or other benefits, not even through third parties.

Code of Conduct on corporate matters and communications to the market

The Company's Directors responsible for preparing the statutory accounting documents, within their respective powers - and anyone under their supervision, must refrain from behaviors that amount to criminal conduct.

The Directors must not, when pursuing the activities falling within their powers, perform or omit – following gifts or promised gifts - acts or facts in violation of the obligations set by law, including disposals of corporate assets for personal or third-party interest; return contributions to shareholders, or release them from the obligation to provide them, unless in case of a legitimate share capital reduction, and must not reduce the Company's share capital or carry out mergers or split-ups in violation of the law protecting creditors; distribute profits or advances on profits not effectively earned or to be used according to law as reserves, or allocate non-distributable reserves; have the Company acquire or subscribe shares or units issued by the Company, except where allowed by law; establish or falsely increase the capital of the Company through transactions not permitted by law.

In their relations with the representatives of Mozambican and foreign companies, the Recipients of the Code of Conduct are prohibited to give or promise, either directly or through an intermediary, any money, goods or other benefits to those representatives (or to their family members, relatives, domestic partners) outside of normal commercial and institutional relations, where the amount of said money, goods or other benefits is intended to acquire undue benefits, or such as to give the impression of bad faith or unfairness. In any event, it is prohibited to give or promise money, goods or other benefits to the individuals so that they perform or fail to perform acts in violation of their official duties or their obligations of fidelity, thereby causing harm to the entity to which they belong.

In general, it is prohibited when preparing financial statements, formalizing reports or other corporate communications addressed to shareholders or the public, to represent untrue facts for the purpose of deceiving shareholders or the public, or to omit information whose disclosure is required by law, regarding the economic and financial situation of the Company;

To omit disclosing any potential conflict of interest which Directors might have in a determined Company transaction;

When preparing the communications which, according to law, must be given to public supervisory authorities, to represent – for the purpose of hindering the supervision function – untrue facts regarding the economic and financial situation of the persons



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subject to supervision, or to conceal, by any other fraudulent means, in whole or in part, facts that should have been disclosed concerning the same situation;

To damage the integrity of the Company's assets and to carry out transactions to the detriment of creditors.

Reporting requirements

The Recipients of the Code of Conduct have an obligation to report any breach or suspected breach of the Code of Conduct; reports must be not anonymous. The Company protects employees and third-party collaborators from any adverse consequences arising from such reporting, ensuring the confidentiality of the informants, subject to the requirements of the law.

Sanctions

Any behavior that does not conform to the provisions of this Code of Conduct entails, independently of and leaving aside any criminal action against the offender, the application of disciplinary sanctions pursuant to existing legislation and/or collective agreements.

Prepared by:
Bernardo
Júnior

HSE Responsible

Date and signature: 12-03-2021

Verified by Faizal Mussagy

Contract Director

Date and signature