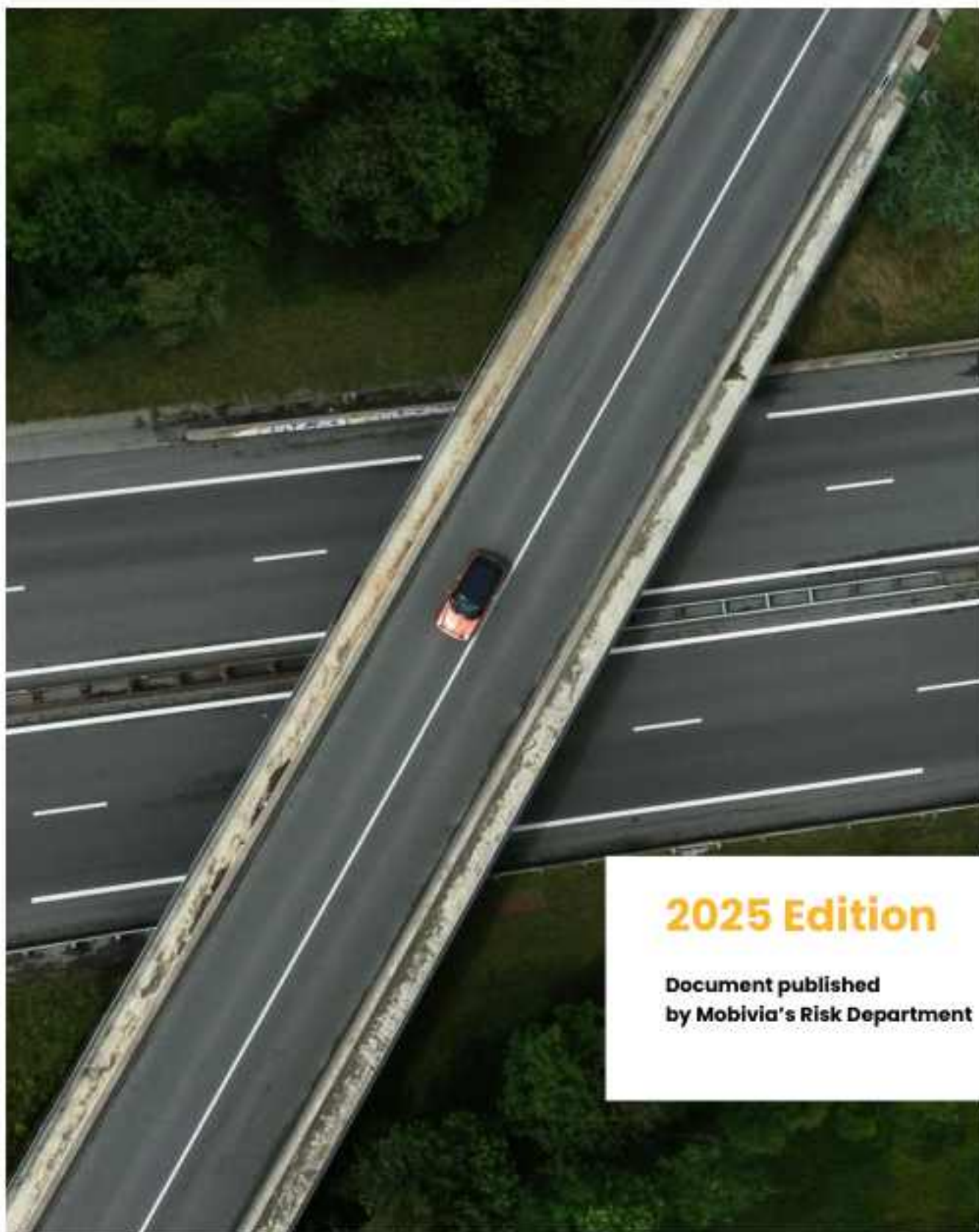


# Ethical Charter



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Opening Sustainable Mobility to All

# Overview



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# General

# General

Mobivia's Ethical Charter sets out the commitments and expectations of all of the Group's companies (hereinafter referred to equally as "Group" or "Mobivia") concerning integrity, respect and business ethics.

This Ethical Charter serves as a reference framework for Mobivia's establishment and conducting of business with its suppliers, service providers, customers, subcontractors, brokers, intermediaries, distributors, and in general, for any external third party working directly or indirectly for, or with, one of the Group's companies (hereinafter referred to as "Partners").

For this purpose, it defines a set of rules, practices and principles relating to standards in terms of human rights, working conditions, social responsibility, protection of the environment and business integrity and ethics.

All of these principles form the basis for a successful collaboration between Mobivia and its Partners.

**All Group companies require their Partners, including their subcontractors, to respect the principles set out in this Charter and to implement adequate procedures to guarantee their effectiveness.**



These ethical principles are not intended to replace the applicable laws and regulations, but rather to define certain attitudes and set certain benchmarks which, beyond the required upholding of the law, reflect exemplary personal and professional behaviour in the common interest of Mobivia and its Partners.



# Scope and persons concerned

# Scope and persons concerned

This Ethical Charter applies to any person conducting business relations with Mobivia, namely Partners, who must respect the said Charter and conduct themselves in accordance with the principles contained within.

Mobivia requires its Partners to behave impeccably in terms of respect, integrity and ethics and to act in accordance with the ethical principles set out in this Charter, in all circumstances and regardless of their profession, company, place of work or level of responsibility.

This Charter thus applies to all of Mobivia's Partners, as well as their staff and representatives, irrespective of their location.

Mobivia also expects its Partners to ensure respect for, and to have the principles set out in this Charter implemented by their own partners (suppliers, service providers, subcontractors, etc.).

In this respect, Mobivia reserves the right to verify, via any means, its Partners' level of compliance with this Charter and all of the applicable regulations, including the local regulations that would be more restrictive than the requirements of this Charter.





# Protection of persons

# Protection of persons

**Mobivia supports and respects the human rights principles defined in the Universal Declaration of Human Rights of 1948, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations guiding principles adopted by the United Nations Human Rights Council in 2011.**



## Human rights

Mobivia respects the protection of international law relating to human rights and ensures that it does not become party to the violation of these rights.

Mobivia undertakes to promote and protect these rights in all of the activities it conducts with its Partners.

Mobivia takes steps to prevent any form of complicity, direct or indirect, in violations of fundamental rights, whether these are committed as part of its own operations or those of its Partners.

Mobivia recognises and supports the rights of indigenous peoples, in particular their right to self-determination and equitable access to resources.

Mobivia actively champions the principles of equality, justice and non-discrimination, guaranteeing fair treatment of each individual, without distinction in terms of gender, ethnic origin, religion, political opinion or any other characteristics protected by international law.

Mobivia takes steps to ensure that its activities respect international labour laws, especially in sensitive or at-risk areas, in order to avoid contributing to human rights abuses or violations.



## Labour and safety law

Mobivia conducts relations with its collaborators with respect and trustworthiness.

Mobivia respects freedom of association and recognises the right to collective bargaining by supporting the right of each individual to be fairly represented.

Mobivia prohibits any form of forced or mandatory labour and attests to its work only being conducted through freedom of choice.

Mobivia prohibits any act of intimidation or threat that creates a hostile work environment and that would be non-compliant in terms of human dignity and respect, such as corporal punishment, any type of physical or psychological abuse, verbal or written moral harassment, sexual harassment and sexist insults.

Mobivia offers its employees remuneration that aligns with or surpasses the legally required social minimum thresholds.

Mobivia adheres to the legislation in force in terms of working hours.

Mobivia also subscribes to the implementation of any suitable means of protecting the health and safety of its employees.

Mobivia strictly opposes child labour.

Mobivia opposes any form of job discrimination on the basis of age, disability, gender, skin colour, religion, nationality, belonging to an ethnic minority, sexual orientation,



marital status or any other category.

In terms of jobs and career management, Mobivia considers primarily the skills of its employees and treats every person with dignity and respect for their private life.

**Mobivia expects its Partners to champion, support and respect, in turn, the principles set out above and ensure that their own partners respect them.**



# Protection of customers

# Protection of customers

**Customers' confidence in the Group's business and products is paramount. Mobivia is committed to protecting the interests of its customers and maintaining trustworthy relations with them.**



## Protection of customers' personal data

Mobivia undertakes to protect the personal data of its customers and to adhere to the laws in force in terms of data protection.



## Safety and quality of our products and services

Mobivia undertakes to follow all technical processes and requirements that aim to ensure our customers are guaranteed products and services of a high standard, that are safe and compliant in terms of their intended use.

**Mobivia expects its Partners to comply with the requirements in terms of data protection and the quality and safety of the products by, in turn, respecting the principles set out above.**

