

ADVANTIKA'S CODE OF BUSINESS CONDUCT AND ETHICS

AdvantiKA GmbH ("AdvantiKA") is a proud member of the 1% for the Planet movement and is in process to be as a B-Corporation. We are committed to conducting its business in accordance with rigorous ethical standards and in compliance with legal requirements.

This code guides us in our day to day interactions, both inside and outside the Company. This Code of Business Conduct and Ethics (the "Code of Conduct") applies to all employees (including officers), consultants, business partners, affiliates and ambassadors and members of AdvantiKA's Board of Directors* and its subsidiaries.

This Code of Conduct provides general guidelines on how to behave in order to promote honest and ethical conduct; to provide accurate and complete information in both internal and external AdvantiKA communications; to be in compliance with applicable laws; to encourage reporting of violations of this Code of Conduct to appropriate persons, among other goals.

AdvantiKA's base values are:

OUR CORE VALUES

- **HARMONY:** we believe in harmony between PEOPLE and PLANET.
- **TRUST:** we believe TRUST creates an environment for effective collaboration. We believe transparency, honesty and effective collaboration create trust. That is our virtual cycle. We believe without trust one cannot create a sustainable business.
- **IMPROVEMENT:** we believe in working for better and lasting results, while capturing short term benefits for all our stakeholder in a harmonic way. This is our one day at a time approach.
- **INTENTION:** we believe that with the right intention for better and good, businesses can be successful today and tomorrow. And generations ahead can benefit from that.
- **EQUALITY:** we believe in promoting equality independently of race, gender, disability, religion, belief, sexual orientation or age in everything we do. Everyone is equal, everyone has a great potential, that is how all people can be of greater value.

Following our core values, our main commitments are:

- To make maximum use of international standards and our expertise and any scientific knowledge in the course of our advisory and consultancy work on sustainability.
- To avoid real or perceived conflicts of interest whenever possible, and to disclose them to affected parties when they do exist

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- To be honest and realistic in stating claims or estimates based on available data
- To the greatest extent consonant with retaining confidential business information, to disclose data and estimates in a full and transparent manner
- To clearly distinguish between professional assumptions and value judgments in the course of our work as advisors, consultants and trainers
- To reject bribery in all its forms
- To improve the understanding of environmental and social sustainability
- To maintain and improve one's technical competence and to undertake tasks for others only if qualified by training or experience, or after full disclosure of pertinent limitations
- To seek, accept, and offer honest criticism of technical work, to acknowledge and correct errors, and to credit properly the contributions of others
- To treat fairly all persons regardless of such factors as race, religion, gender, disability, age, or national origin
- To assist colleagues and co-workers in their professional development and to support them in following this code of ethics
- To maintain its commitments in sharing through the 1% of the Planet membership and through pro-bono work for the underserved and for women.

In addition, AdvantiKA commit to apply and assure the following general principles in the following topics:

Confidentiality: Employees must maintain the confidentiality of information critical to AdvantiKA business that could be of use to competitors or harmful to AdvantiKA if disclosed (we refer to this as Confidential Information), except when disclosure is authorized or legally required. This obligation also applies to confidential information of our customers, suppliers, business partners, financial institutions and any other third-party partners..

Accuracy of Books and Records: AdvantiKA's books, records and financials and other accounts must be kept accurately and in accordance with applicable regulations and standards and must accurately reflect the true nature of the transactions they record.

Discrimination and Harassment: Diversity and inclusion are important values of AdvantiKA. Harassment or discrimination by any employee, director, or consultant based on race, colour, creed, gender, sexual orientation, gender identity, religion, national origin, disability, familial status, or any other protected status is strictly prohibited.

Notes:

**AdvantiKA GmbH is currently owned by Karime Breailo Abib and has no employees, therefore no Board of Directors or, the Board of Directors is currently understood by the only shareholder, Karime Breailo Abib herself.*