



MANIFESTO

Corruption is a global and cross-cutting issue that we need to face to ensure a fair and sustainable future to next generation

- 1** *›* **ZERØ CORRUPTION TARGET**
› Breaking biases that corruption cannot be eliminated.
- 2** *›* **LEAD BY EXAMPLE**
› Developing a business integrity culture at all company levels through the commitment and example of Top Management.
- 3** *›* **HUMAN RIGHTS & ANTI-CORRUPTION**
› Spreading the idea that corruption is a crime that undermines human rights and contributes to inequality.
- 4** *›* **STIMULATE RESPONSIBLE CONDUCT**
› Establishing a relationship of trust at all levels to encourage responsible behaviour, overcoming resistance and barriers to change.
- 5** *›* **ZERØ TOLLERANCE**
› Defining and disseminating clear rules and sanctions for the prevention of corruption, without tolerating exceptions.
- 6** *›* **PROTECTING BRAVE VOICES**
› Defending and supporting whistleblowers, alerters and reported persons, ensuring a psychologically safe environment.
- 7** *›* **ADVANCED TRAINING**
› Developing training and awareness-raising courses for all personnel and critical third parties.
- 8** *›* **COMMUNICATION AS A VALUE**
› Ensuring the dissemination of principles, values, and rules through innovative and unconventional communication, aligning the perception of the consequences with reality.
- 9** *›* **TECH FOR TRUST AND TRANSPARENCY**
› Using technological and innovative solutions to increase our compliance capacity.
- 10** *›* **TRANSLATE OUR COMMITMENT INTO OUTCOMES**
› Translating commitments into tangible actions to boost our race to zero.