

| Ethics Policy

We firmly expect our employees to act with the utmost integrity and with a high level of ethical responsibility. It characterizes our way of doing business. This policy defines the group's objectives in this area and corresponding ethics guidelines.

Our Objectives

- Conduct business with honesty, respect & integrity.
- Follow the letter and spirit of the law.
- Treat each other fairly.
- Treat clients, suppliers and others fairly.
- To put people at the heart of our strategic development, and create conditions for everyone to reach her/his full potential.
- Do business in a transparent manner.

Our Rules of Good Conduct

- Adhere to the highest standards of integrity and professionalism and be scrupulous in using the company information, funds, equipment and facilities.
- Ensure that business decisions comply with all applicable laws & regulations of the countries in which Archetype does business.
- Work as a team with respect and trust for each other.
- Respect the time of others by being punctual at work and in all meetings with colleagues, collaborators, suppliers and clients.
- Encourage collaboration, sharing of information and knowledge in the company
- Avoid situations where our personal, family or friend interests interfere-or even appear to interfere- with our ability to make sound business decisions in the best interest of Archetype.
- Conduct business with uncompromising integrity and professionalism, demonstrating honesty and high ethical standards in all business dealings.
- Follow all company policies, procedures, instructions & directions.
- Follow the letter & spirit of Ethics and Code of Conduct policies.
- Deal with clients, suppliers, and others with fairness, honesty & respect.
- Protect the value of Archetype assets, including physical assets, intellectual property, confidential information, name & reputation as well as the confidentiality of information of our clients, suppliers and employees.
- Each employee is responsible for reading, understanding and following the Ethics and Code of Conduct policies.
- Employees who violate these policies are subject to discipline action, up to and including termination of employment. Anyone who violates the law may also be subject to civil and criminal penalties.