

CODE OF BUSINESS CONDUCT AND ETHICS

Enviropass Expertise inc. is committed to the highest standards of ethical and social conduct. These principles guide our daily business activities and are applicable to all our employees.

OUR VALUES

Since our inception, our reputation has been built on values such as respect, integrity, and customer focus. We measure success not only based on the results we obtain, but also on the way we achieve them. Our customers can trust that our services are consistent with our core values.

RESPECT

Enviropass Expertise commits to complying with relevant labour laws, including anti-slavery, human trafficking, and minimum standards?

We promote "respect" in all our interactions. We create an environment where our employees can voice their opinions and be heard.

We respect the confidentiality and privacy of our customers. Confidential information will not be disclosed to third parties and we ensure the protection of our customers' intellectual property.

HARASSMENT

Enviropass Expertise does not accept any form of harassment. We require respectful communication among our employees and customers.

DISCRIMINATION

Enviropass Expertise's compensation and employment related decisions are strictly based on merit. We do not consider the candidates' race, sex, religion nor ethnicity, as per the Labour & Employment Law.

INTEGRITY

As an environmental compliance auditing company, integrity is the foundation of our business.

We take pride in the integrity of our work, which embodies trust, honesty and transparency. Our employees are trained by a certified environmental auditor (CEA), member of the Quebec Association of Environmental Auditing. The association requires strict adherence to its Code of Good Practice, which includes integrity and objectivity.

CONFLICT OF INTEREST

At Enviropass Expertise, we prohibit the interference of our private interests with our business activities. Any potential conflict of interest will be disclosed to the parties involved.

BRIBERY AND CORRUPTION

Enviropass Expertise does not tolerate bribery and corruption. We respect the anti-bribery and corruption laws imposed by the government.

CUSTOMER FOCUS

At Enviropass Expertise, we value our customers' needs and understand their expectations. We strive to help our customers assess the environmental compliance of their products through our commitment to quality.

Should you have any questions, please feel free to contact us.

A handwritten signature in black ink, appearing to read "Aurelien Hathout".

Aurelien Hathout, President

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