

CORPORATE SOCIAL RESPONSABILITY

Founded in October 2003 under the corporate name PC30, SOLUTIONS 30 sought to provide services relating to computers and digital equipment right from the beginning. Now present in seven European Member State countries and organized around a network of local technical experts, SOLUTIONS 30 has become Europe's leading provider of support services relating to new technologies.

SOLUTIONS 30 Group's ambition is to make the technological changes that transform our daily lives accessible to everyone, individuals and businesses alike: **yesterday**: computers and the Internet; **today**: digital; **tomorrow**: the technologies that will make the world ever more connected in real time.

SOLUTIONS 30 has a reputation for excellence, honesty and integrity in its management practices and in all its business transactions. It is, therefore, of paramount importance, for SOLUTIONS 30 Group (including each subsidiary), and each of its employees and members, to preserve this reputation and maintain the relationship of confidence and trust that must exist with all the individuals and companies with whom SOLUTIONS 30 Group is dealing.

To this end, SOLUTIONS 30 Group in line with its Code of Conduct is strongly committed to ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with our stakeholders' best interests.

1. SCOPE

This Code of Corporate Responsibility applies to all directors, officers and employees of SOLUTIONS 30 Group including its subsidiaries worldwide or all persons working for or on behalf of SOLUTIONS 30 Group. It is aimed to assess and understand the ethical and legal obligations in handling SOLUTIONS 30's activity.

SOLUTIONS 30 Group employees as well persons working for SOLUTIONS 30 Group will adopt the Corporate Social Responsibility considerations described in this Code of Corporate Responsibility into their day-to-day work activities. Management at all levels (i.e. executive, general and senior management) will act as role models by incorporating those considerations into decision-making in all business activities and will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to SOLUTIONS 30 Group's activities.

2. VALUES AND PRINCIPLES

SOLUTIONS 30 Group basic values and principles guide its conduct and set the expectations, standards and ethical practices that underpin all its dealings; therefore, the aim of this Corporate

Social Responsibility Policy in line with our Code of Conduct shall promote the moral culture and ethical values which represent the basis of this satisfaction.

3. BUSINESS ETHICS, TRANSPARENCY, CORPORATE GOVERNANCE

SOLUTIONS 30 Group is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

SOLUTIONS 30 Group recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

SOLUTIONS 30 Group will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency therewith.

4. STAKEHOLDER RELATIONS

SOLUTIONS 30 Group will engage stakeholders clearly, honestly, and respectfully. In this context, SOLUTIONS 30 Group is strongly committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, third parties, governments, regulators, etc.

5. EMPLOYEE RELATIONS

SOLUTIONS 30 Group shall ensure that all its employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Additionally, SOLUTIONS 30 Group will provide equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

6. HEALTH & SAFETY

In line with the above principles, SOLUTIONS 30 Group is committed to protecting the health and safety of all individuals affected by its activities, including its employees, contractors and the public. SOLUTIONS 30 Group will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. SOLUTIONS 30 Group goal is to have no accidents.

7. ENVIRONMENT

SOLUTIONS 30 Group intends working with all concerned parties to promote responsible environmental practices and continuous improvement. SOLUTIONS 30 Group is committed to environmental protection.

SOLUTIONS 30 Group's objective is to take into consideration social and environmental impacts to its activity in order to take steps and contribute to improve our society and protect environment.

Consequently, SOLUTIONS 30 Group has taken several decisions in order to inform its employees about issues regarding sustainable development and Corporate Social Responsibility (incentive for saving energy: how to reduce paper use, save electricity, reduce travelling, optimize the use of printed

materials, increasing awareness among SOLUTIONS 30 Group's employees about eco-driving and putting-off engines when vehicles are stopped, etc.).

Moreover, SOLUTIONS 30 Group promotes the reduction of fuel consumption (renewal of the car fleet with more economical engines, optimization of the intervention schedules, grouping shipments, quantity orders for purchases...), the reduction of CO2 emissions (use of less polluting vehicles, use of electric vehicles), reduction of energy consumption, the rationalization of packaging use, waste treatment *via* processes that comply with environmental regulations.

SOLUTIONS 30 Group's customers are also fully aware of environment respect matters and take measures to reduce the impact of their activity on environment. For more information, please see our corresponding policies.

SOLUTIONS 30 Group obtained certification for quality and environment policies and procedures:

- ISO 9001: Quality management systems.
- ISO 14001: Environmental management.

8. A SHARED RESPONSIBILITY

Each one of us is responsible for adhering to the values of SOLUTIONS 30 Group in our daily lives as employees or members of any of the SOLUTIONS 30 Group's companies and for making every effort to ensure that our ethical principles are continuously applied and fostered when possible by all.

Conduct that is contrary to these rules is punishable by disciplinary action up to and including termination of employment or contract, in compliance with all applicable laws and procedures.

April 23rd 2019