

Decalogue of ROADIS Code of Conduct

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The Code of Conduct is **applicable** to all directors and employees at ROADIS and any consultants who work for ROADIS seconded on a temporary basis.

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ROADIS expects you to **conduct** yourself with **integrity**, to be **courteous** and comply with **applicable laws** and **internal regulations**.

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ROADIS expects you **not** to be involved in any **improper or conflicting conduct** or in an **illegal act**.

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ROADIS expects you to **protect** the **confidential information** which you may have access to in the performance of your professional duties.

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ROADIS expects you to **report** any **conflict of interest** you may have to the Compliance Officer.

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ROADIS expects you to **not accept gifts** or other **benefits** that could compromise your integrity or objectivity.

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ROADIS expects you to maintain **zero tolerance for any type of corruption or fraud**.

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ROADIS expects you **not to take advantage of any insider information** you may have access to in carrying out your professional duties.

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ROADIS expects you to **report** any **breach of the Code of Conduct** through the established channels.

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ROADIS reminds you that you can **consult** the **Compliance Officer** with any **doubt** you may have about the interpretation of the Code of Conduct, by sending an e-mail to: complianceofficer@roadis.com