

1. INTRODUCTION

ISIS Papyrus is aware that in order to achieve sustainable growth, we must engage with our stakeholders. By integrating sustainability, responsibility and accountability into our business, we will be able to achieve sustainable value for all of our stakeholders. By working together with other parties, we aim to provide products and services that have the least possible impact on the environment and that contribute to sustainable development.

2. UN GLOBAL COMPACT PRINCIPLES

This Corporate Sustainability Policy is in line with the UN Global Compact Principles. It sets forth the principles to ensure social, ethical and environmental concerns are reflected in all procedures, both internally and externally.

The 10 principles are:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

3. ISIS PAPYRUS CODE OF ETHICS

The ISIS Papyrus Code of Ethics states some principles which lead any relations with its employees, customers, suppliers, partners and other third parties throughout the world.

3.1 INTEGRITY

ISIS Papyrus respects fundamental and internationally recognised human rights, and supports these equally to our employees. The Company upholds the effective abolition of child labour. We do not engage forced labour, slave labour or other non-voluntary labour integrated into our value chain.

ISIS Papyrus is committed to encouraging diversity and eliminating discrimination in its role as an employer. The Company opposes all forms of unlawful and unfair discrimination.

We expect suppliers and other stakeholders to hold the same values to support this principle of integrity, undertaking to respect human rights and labour regulations and not discriminate on any grounds including, but not limited to, race, gender, age, nationality or disability.

3.2 WORKING CONDITIONS

Installation and work environment designs at ISIS Papyrus foster decent work conditions in support of economic growth and well-being. Modern clean water and sanitation assets and procedures are available and implemented at all premises worldwide.

We expect suppliers and other stakeholders to provide their employees and appointees with safe and healthy working conditions.

3.3 ENVIRONMENTAL IMPACT

ISIS Papyrus employs a precautionary approach to substances, processes and activities that have an environmental impact. Environmental risk assessments are undertaken in preparation of relevant new projects and activities that involved a physical impact on the environment. The Company supports and encourages the use and development of environmentally friendly technologies, products and services, in order to contribute to sustainable development. All documents generated in our platform can be 'presented' digitally instead of printed on paper, thus reducing associated consumables.

We will operate our facilities and business processes to reduce energy consumption. Where possible we will purchase electricity from a supplier committed to renewable energy. We will limit business travel whenever possible; when travel is necessary we will choose the most cost-effective and lowest impact transportation modes available. Water will be consumed responsibly. Our impact on natural resources is monitored and where a significant impact is identified control measures are put in place to reduce this impact.

We will manage waste generated from our office activities according to the principle of “Reduce/Reuse/Recycle”, and will consider environmental factors and the latest technology, such as energy efficiency (heat pumps), when creating, upgrading or selecting new office spaces.

We ask all suppliers and other stakeholders to promote environmental responsibility and consider the environmental footprint in their operations.

3.4 BRIBERY AND CORRUPTION

ISIS Papyrus has zero tolerance towards bribery and corruption. The Company does not demand or receive from any third party, or offer or give to a third party, any undue advantage for personal gain.

Suppliers must have a policy in place that prohibits fraud, money laundering, bribes and kickbacks, and have a zero tolerance towards corruption.

3.5 FAIR OPERATING PRACTICES

ISIS Papyrus insists on honesty and fairness in all aspects of business and expect the same from all those with whom we do business. The company’s Code of Ethics requires that all business transactions and other activities are carried out strictly in compliance with applicable laws and regulations related to fair competition.

3.6 CONFLICTS OF INTEREST

ISIS Papyrus seeks to avoid any situations where there is an actual or potential conflict of interest.

By supplying products or services, suppliers acknowledge to have no conflict of interest with ISIS Papyrus. Suppliers shall avoid business activities that could or would lead to conflicts of interest between the supplier's own interests and those of ISIS Papyrus.

3.7 PROTECTION OF ASSETS AND CONFIDENTIAL INFORMATION

ISIS Papyrus commits to protecting its information, equipment and intellectual property rights. Any information received from customers or other third parties will be protected in the same way. We expect suppliers and other stakeholders to ensure protection for confidential information provided by us, in addition to protection against any theft of materials and/or equipment under ISIS Papyrus’ ownership and against violation of ISIS Papyrus’ intellectual property rights.

4. NON COMPLIANCE WITH THE POLICY BY SUPPLIERS

ISIS Papyrus expects all suppliers and other stakeholders to adhere to this policy. If violations/serious non-compliance of this policy come to light that cannot be fundamentally resolved within an appropriate period of time, ISIS Papyrus shall have the right to terminate all contracts with the respective supplier.