

**Ensure a clear and formal ethical framework about the way we conduct our business, manage our clients' data, and engage with our employees and partners.**

smartTrade has formalised and implemented a Code of Conduct and Business Ethics, committed to respecting high ethical standards and moral conduct while taking pride in our honesty, integrity, and accountability.

We are committed to a policy of equal employment opportunities for all employees and to ensuring that our workplace is free from victimization or unlawful or unfair discrimination on the grounds of color, race, creed, marital status, nationality, disability, ethnic or national origin, gender (including gender reassignment), sexual orientation, religious or philosophical beliefs or age, or any other legally protected status under applicable laws. We comply with applicable laws governing non-discrimination in employment in every location in which we have employees. We aim to ensure that employees can achieve their full potential and that all employment decisions including but not limited to, hiring, placement, promotion, termination layoff, transfers, leaves of absences, compensation and training are taken without reference to irrelevant or discriminatory criteria. In France, our gender equality index is 83.53% in 2022.

smartTrade is committed to carrying out business responsibly, which includes ensuring that slavery and human trafficking are not taking place in any part of our business or supply chain. Our anti-slavery policy reflects our commitment to acting ethically and with integrity and to having effective systems and controls to do what we can to ensure slavery and

