



CODE OF ETHICS AND CONDUCT

INTRODUCTION

PRF seeks excellence in engineering, construction and maintenance services in all areas of fuel gases. What we demand of ourselves reflects this challenge.

PRF is well aware that success in an increasingly competitive market depends on this philosophy.

At PRF we value the achievement of objectives and results, the maximization of profitability and the satisfaction of the client and other stakeholders that can be achieved if we act as a true work team with rigor and professional integrity and with total commitment to the company.

PRF assumes its role in society as a company whose conduct is a reference for all.

The Code of Conduct establishes the principles of social responsibility and professional ethics to be adopted by all PRF employees in their internal and external relationships.



OUR VALUES



PRF guides its actions according to the following values :

- It does not involve or support any form of child labour;
- It does not involve or support any form of slave or forced labour, whether through physical obligation, threats or other forced methods;
- Provides all its employees with a safe and healthy working environment, fair pay and career development based on merit, qualifications and equal opportunities, regardless of race, nationality, social class, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, age or any other condition which may give rise to discrimination, and takes effective measures to prevent accidents and potential damage to workers' health;



OUR VALUES



- It complies with national legislation and sectoral agreements on maximum working hours of employees;
- It does not involve or support discrimination in hiring, remuneration, access to training, promotion, termination of contract or retirement based on race, nationality, social class, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, age or any other condition which may give rise to discrimination;
- It treats all its employees with dignity and respect. It does not involve or tolerate the use of corporal or mental punishment or physical coercion and verbal abuse of people. Rude or inhumane treatment is not allowed;



OUR VALUES



- It conducts its business with honesty, integrity and respect for the laws of the countries where it operates;
- It does not support political parties or their representatives, nor does it contribute financially to entities that can support party interests;
- No employee receives or offers bribes or any other advantages for their business or financial interest, and no employee may give or receive any offer that may be considered a bribe;



OUR VALUES



- It carries out its services in a conscious and environmentally friendly manner. Its goal is to ensure that your processes have the least possible adverse impact on the environment;
- It is determined to establish transparent, accessible and accurate information with regulators, business partners and employees;
- It selects your business partners, seeking to establish relationships with entities that share the same ethical principles that it follows.





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Edition: 01 | Date: 01/09/2020