Ethical Charter and
Corporate Social Responsibility

Building the world, better

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TPF: a company strong through its diversity

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Thanks to the diversity of our teams at TPF, we are able to work successfully with public authorities and private companies on infrastructure and real estate projects aiming to improve the living conditions of local populations in countries where we have a presence.
This strong diversity of teams and regions is TPF's main asset.

2

Our teams at the service of our clients

Our teams are fully committed to the service of our clients, whether they are public authorities, private companies or individuals. Our activities range from urban planning to the construction of buildings, also including transport infrastructure, maintenance and management of technical installations, environmental management, water and energy management, as well as socio-environmental engineering.

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About excellence

TPF's trademark is based on quality requirements.

Our teams listen closely to the needs of our customers in order to find creative and innovative solutions tailored to each project.
TPF is a reliable business supporting its clients through all complex processes during the completion of a project.
Our responsibility is also to aim for sustainability objectives in each of our projects and companies.
All these elements are the foundations of TPF's excellence.

4 TPF's Corporate Social Responsibility

We are convinced that our Corporate Social Responsibility is reflected in ethical behavior, in the respect for everyone's equality, whatever their origins or life choices, as well as in the sustainable development objectives that TPF's subsidiaries strive to reach in the field. As a design office, we advise and support our clients during the completion of their projects. It is about incarnating the desire for evolution and progress that each project entails: a new infrastructure, a new building, a new hospital or a new school, new roads to connect villages and populations.
TPF wishes to contribute to the transformation and improvement of the quality of life of millions of people, and strives to improve society as a general rule.

Our international experience and our level of professional standards are invaluable assets for our customers and partners.

5

Environment and Sustainable Development

We are committed to respecting the United Nations Sustainable Development Goals and our objective is to help and advise our clients in the same manner.

SUSTAINABLE DEVELOPMENT GOALS

TPF's actions in this field are mainly focused on the following objectives:

1 no poverty,
2 "zero" hunger,
3 good health and well-being,
4 quality education,
6 clean water and sanitation,
7 affordable and clean energy,
8 decent work and economic growth,
11 sustainable cities and communities,
13 climate action,
14 life below water
15 life on land.

TPF is a consulting firm which, thanks to the knowledge and experience of its teams, contributes to providing sustainable alternatives against the environmental and climate crisis.

It is not only about repairing the damage caused to the environment, but also about contributing proactively to the development of a better world, more livable for its populations, and more respectful of nature.

This translates into concrete commitments taken by TPF, in particular by analyzing our company's energy consumption and by implementing a plan to reduce our CO_2 footprint.

Our work is about supporting our customers and our suppliers in respecting the environment, and encouraging sustainable development. These guidelines are expressed in the way we design structures, in the choice of materials and supply circuits, as well as in the energy systems we recommend.
When overseeing works, our preference goes to the recovery of materials and circular economy.
We have also integrated as an objective the resilience of infrastructures and buildings in the face of natural disasters.

6

Societal aspects

The respect for each other and equality are essential qualities for our operations, and for maintaining good relations.

Our employees are professionals recruited based on their skills and the quality of their achievements.
We make sure that they reflect social diversity in each country where we have a presence.
Everyone within TPF is respected, regardless of their origin, personal convictions, life choices and sexual orientations.
The respect for each other and equality are essential qualities for our operations, and for maintaining good relations with our teams, partners and clients.
There can be no discrimination based on gender or origin, nor harassment of any kind within our company.

TPF is impartial and shall also refrain from intervening in local political debates, and from financing political parties or election candidates.
TPF's capital is of independent nature. In particular, there is no confusion with construction and public works companies, which are our customers and suppliers.

TPF is a corporate citizen company which is socially active in improving the lives of populations in countries where we are present. Our goal is to support scientific and medical research, human development, improvement of education and access to studies, as well as the fight against hunger.

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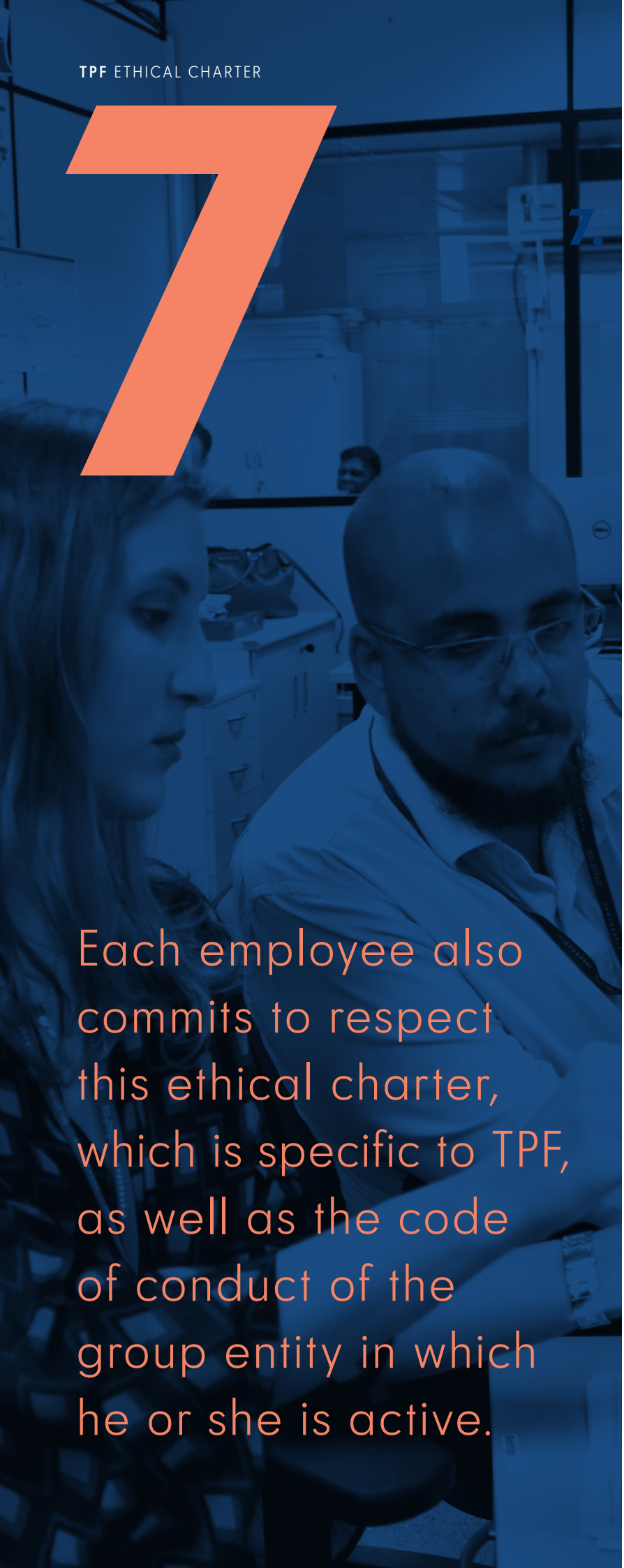
7. Governance



Each employee also commits to respect this ethical charter, which is specific to TPF, as well as the code of conduct of the group entity in which he or she is active.

In all locations and at all times, TPF observes Human Rights and major international regulations of the United Nations, the International Labour Organization as well as the laws in force in each country.
Our services are transparent, honest and reliable.
In each TPF entity, labor relations are based around consultation and dialogue with employee representatives.
Protection and health and safety at work are essential for the well-being of our employees, and for the quality of relations within the company and with our partners.
Everyone, without discrimination of any kind, benefits from the same rights to training and access to responsibilities within the company.
Progress and career development are based on the quality of each person's work.
Economic information within the company is also a part of TPF's governance rules.

TPF's communication focuses on its achievements and objectives. In a world where everyone is constantly connected on social networks, TPF employees are asked to follow the spirit of our company's ethical charter.

TPF is a company with a presence in many countries and regions. As such, each of our entities undertakes to follow the group's ethical rules rigorously.

Each employee also commits to respect this ethical charter, which is specific to TPF, as well as the code of conduct of the group entity in which he or she is active.

TPF sa Av. de Haveskercke 46 - 1190 Brussels - Belgium - T. +32.2.370 19 70 - info@tpf.eu **www.tpf.eu**