



CODE OF BUSINESS CONDUCT

	REVISIONS	PREP'D	CHEK'D	APPR'D
0		01/02/2016	01/02/2016	01/02/2016
		HR	JAA	FM

CODE OF BUSINESS CONDUCT

1. Introduction

The materialization of the Brimont Principles and Values must be found in the everyday performance of their employees, according to agreed ethical practices.

Our Code of Business Conduct, the foundation of our Mission and Strategy, aims to guide the personal and professional conduct for all our employees, regardless of position or role to play, and regulate their relationship between co-workers, shareholders, customers, suppliers and community representatives Brimont with which it interacts.

As a set of ethical rules that require the collective consciousness of this a behavioural model, the provisions of this Code of Business Conduct are not limited to the following requirements and must be seen as a reference of high moral standard of conduct that the Company and all the stakeholders should respect and follow.

2. Scope of Application

The Code of Business Conduct applies to all employees of Brimont and their agents, whose operational management or control is held, directly or indirectly, by Brimont, without prejudice to other laws or regulations, or that by virtue of the exercise of their functions are required, and - mutatis mutandis - permanent or temporary employees, agents, external auditors and other persons that provide services to temporary or permanent.

In this sense, the term "employees" shall mean all board members, officers and employees of Brimont.

By "customer" shall mean legal persons to whom Brimont provides its products or services.

For "suppliers" shall mean legal persons that provide products or services to Brimont.

"Stakeholders" shall mean legal persons with whom Brimont relates in his business, institutional and citizenship, including customers, suppliers, employees, shareholders, investors and representatives of the communities with which Brimont interacts.

3. Our Principles and Values

Compliance with the Act, regulations, behaviours grounded in integrity, ethics, transparency and honesty, is a commitment to each and every one of the Brimont employees, that characterize the entire organization to the community in which it operates .The conduct of business and corporate activities of Brimont must be held within a framework of transparency, professionalism, accuracy, good faith and with full respect for competition rules and based on a clear system of defence of the principles of sustainable development as are affirmed by the institutions and conventions.

In the development of its activities, Brimont looks forward to the protection of fundamental human rights, universal and as such, consider as inalienable and indispensable, promoting the principles of equality and solidarity, and repudiating all forms of discrimination and corruption.

In this sense, Brimont operates within the framework of reference of the Universal Declaration of Human Rights and the UN International Labour Organization.

Each employee, with full autonomy to take the commitment to respect and follow these principles, has to reaffirm the corporate values and help put Brimont closer to achieving the realization of its vision: "Being an Angolan company that claims to be a reference for this market".

4. Rules of Behaviour and Relations with Stakeholders

4.1. Relations with Customers and Suppliers

Brimont promote to their customers and suppliers the compliance with regulations and safety practices that are in effect, paying particular attention to preventive measures for safety of people and goods.

Brimont employees should conduct their behaviour in an ethical, professional and respectful environment, promoting civility, affability and professional pride in the relationships with customers and suppliers, as well as respect for their rights, observing and demanding they comply with contractual obligations and maintaining a relationship in accordance with good morals and ethics and business practices.

The selection and contracting of suppliers should be of transparent, fair and impartial, catering not only to commercial terms but also the ethical and professional behaviour.

Brimont employees undertake not to establish or maintain relationships with customers and suppliers that are not aligned with the spirit of this Code, and take immediate and strict in cases where the ethical conduct of those is questionable, particularly the reporting of such situations to their hierarchy.

4.2. Relations with Brimont employees

Employees are an essential element for the pursuit of strategies, objectives and goals of Brimont. Brimont undertakes to promote respect for equal opportunities for all employees, developing a company culture that values and fosters teamwork and sharing of knowledge and information. All Brimont practices, policies and procedures of labour are geared towards preventing discrimination and/or differential treatment based on race, gender, sexual orientation, creed, marital status, disability, political opinions or otherwise, ethnic origin or social origin, birth or association.

Brimont guarantees to safeguard the moral integrity of its employees, ensuring their right to working conditions which respect their individual dignity and not allow any form of moral or psychological coercion or offensive behaviour of human dignity.

4.3. Employees in carrying out its functions

Employees in the development of their professional activities, as authorized to do so by Brimont must observe the principles of fairness, accuracy, transparency, efficiency and market opening, with all its activities, operations and negotiations guided by compliance with the principles of integrity and transparency of information, formal and substantial for the legitimacy of its actions and the clarity and accuracy and legitimacy of supporting documents, all in accordance with existing regulations and procedures and with due diligence and professional rigor.

It is forbidden to practice corruption in all its forms and lending, either through acts or omissions or by creating and maintaining situations for or irregular, being ethically reprehensible and repudiated by Brimont.

Brimont employees refuse any gifts in excess of mere courtesy or significant commercial value that may be considered or interpreted as likely to create expectations of favouritism in its trade relations with Brimont. In case of doubt, the employee shall notify in writing the situation to their superiors.

Brimont employees should pursue an attitude of continuous improvement and innovation, engaging in personal development and get the best benefit of the training promoted by the Company. They should also ensure the protection and well preserved heritage of Brimont, making a judicious and parsimonious use of goods that are provided by adopting appropriate measures to minimize costs in order to make its use more efficient and avoid waste and not used directly or indirectly any assets of the Company for personal gain or third parties.

4.4. Conflict of Interest

Employees of Brimont undertake to do not engage in any occupation outside, with or without compensation, that interferes with your job performance or with the activities or interests of the Company.

Do not engage in decision-making processes that involves directly or indirectly organizations which collaborate or have collaborated; persons or entities who are or have been linked by ties of kinship or affinity. Employees with family relations or equivalent may not engage in his occupation or functional hierarchical relationship, direct or indirect, should cooperate with the Company in taking necessary measures to remove such a situation. Any conflict or potential conflict of interest should be forwarded and discussed with the supervisor.

4.5. Confidentiality

Employees of Brimont undertake to keep a strict confidentiality in relation to the outside of all the facts relating to the life of the company who have knowledge in the exercise of his duties or because of them. This duty is particularly applicable to employees who have access to inside information and / or relevant not made public, such as business plans, new products or business models, processes, mergers, acquisitions, financial reporting, contract negotiations (the disclosure of restricted information public and not to others, including family and friends, is a violation of this Code);

Do not buy or sell shares or securities based on non-public information obtained through their work or presence in the Company.

4.6. Relations with Shareholders

Brimont main purpose is the value creation for its shareholders, supported on excellence in work performance, economic, social responsibility and sustainable development. Brimont undertakes to respect the principle of equal treatment to all shareholders by ensuring the timely provision of necessary information, a true, transparent and accurate.

4.7. Relations with authorities, institutions and local communities

Brimont, through its employees, actively and fully cooperate with the authorities, maintaining behaviours characterized by rigor, transparency and frank collaboration, promoting dialogue with institutions and organizations of civil society, being forbidden to provide, induce or encourage false statements to authorities.

Brimont complies with the relevant market, not promoting or participating in any activities that may violate basic ethical rules, or conduct aimed at obtaining a competitive advantage over competitors. Brimont is committed to contribute to the promotion of quality of life and socioeconomic development of communities where it operates, as well as the formation of human capital and local capacity, performing at the same time, their own activities in accordance with best practice commercial.

Brimont employees can participate in community service since this does not create conflict of interest and not inconsistent with the roles they play in the Company.

4.8. Environment and Sustainability

Brimont and their employees must respect and protect the environment using best practices and technologies to ensure effective rationalization of fuel consumption and significant gains in relation to the impact of emissions and the risks to the environment. Sustainability must integrate all the processes of decision Brimont, to reflect at all times and in all activities of the philosophy of the Company in its current management and strategic.

4.9. Monitoring and Compliance Assurance

Brimont ensures the provision of this Code to all employees, who must sign a declaration of compliance with the entry into force. It is for the Department of Human Resources to ensure the implementation of this Code of Business Conduct and its interpretation and clarification of doubts and omissions.

All employees, customers, suppliers and other stakeholders may contact the Directorate of Brimont to direct any questions or seek clarification and report any occurrence or illegal material that would violate the standards of this Code.

4.10. Commitment to Compliance

All Brimont employees must sign a declaration of adherence to this Code of Business Conduct.

4.11. Failure

Constitutes serious misconduct subject to disciplinary proceedings, the deviation from compliance with general standards of conduct set forth in this Code of Business Conduct.