THE OKAPI NETWORK SRL SOCIETÀ BENEFIT CODE OF ETHICS

HE RISE OF INTANGIBLE GOODNESS

REV. 01 - 01/2023

OUR CODE OF ETHICS

MISSION

Here at Okapi | R5 Living we have a very simple but important mission: to continuously provide our customers with high quality goods and services while respecting the environment and the society we live in.

We conduct our business **ethically**, **honestly and in full compliance with the law**.

We believe that how we conduct ourselves is as critical to our success as making the best possible products. Our corporate conduct and compliance policies are fundamental to the way we work and put our values into practice every day.





DECLARATION OF INTENT

We take sustainability seriously. We are a Benefit Company: we have integrated the specific **aim** of having a positive impact on society and the environment into our company constitution act. Respect for the environment, the trust of our customers. communities, employees and partners are our competitive advantage. It is important to reflect on our behaviour and ensure that we create a culture that inspires trust. For us, this means acting according to the following principles



Respect the individual / Be yourself and treat yourself well

We treat people with **dignity**, set an example and listen to each other. We seek out and embrace **differences in people**, **ideas and experiences**. Acting consistently with our purpose and values requires that a **culture of integrity guides all our decisions**.

We are committed to fostering an environment where ALL people are welcome and supported.

We maintain a work environment that reflects open opportunities, where everyone is advantaged by their potential and no one is disadvantaged by belonging to a particular group. We are committed to these goals as such, but we also believe that **diversity is the best way to develop superior products and services.**



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Serving our customers better

We put our **customers first**, we listen to their needs, we try to anticipate their values, we always try to exceed their expectations. **Our work must educate people to conserve resources consciously**, educate them to reduce waste and always pay attention to the environment and to others.



Striving for excellence

We are a highperformance team and **we expect the best from ourselves**. We are masters of our work and our results, we must strive for excellence and work on continuous improvement. R&D is and must always be part of our daily work.





Acting with Integrity

We are honest, fair and objective. We talk openly about problems and comply with all laws and policies.

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Compete fairly

We compete strongly and ethically.

Our marketing, advertising and sales and digital marketing materials must be truthful, correct not misleading and supported by reliable evidence. All claims we make about Okapi | R5 Living, our products or services and also about our competitors, must be true, correct, not misleading and substantiated.

Give Back

Give Back is part of our DNA.

5% of our turnover is dedicated to social and reforestation projects, because this type of project allows us to work for the environment by involving communities. Planting trees is not enough if you don't help local rural communities achieve an economic livelihood



Our project in Burkina Faso with Etifor



WORKPLACE

We are committed to **safeguarding the environment**, **health and safety** of employees, visitors, contractors, consumers and communities.

PRIVACY AND SECURITY

One of our most important **assets is confidential information**. Employees who have received or have access to confidential information must take care to maintain it. Each of us takes the approach that everything that is not known outside Okapi | R5 Living must be considered confidential and valuable information that cannot be shared outside.

COMMUNICATE WITH THE PUBLIC

Okapi | R5 Living is committed to providing the public with accurate, clear, complete and consistent information. Employees who wish to speak publicly about our project must be authorised in advance. None of us are authorised to accept an interview or engagement as an external speaker, corporate or personal, in which our company will be discussed or mentioned, nor may we publish any video or written content related to Okapi | R5 Living, without prior authorisation.

FINANCIAL INFORMATION

For Okapi | R5 Living, integrity defines everything we do. We are committed to the careful preparation of all financial information. We are required to provide accurate, complete and clear information about our business. We are required to ensure that financial reports and public documents meet legal requirements and accounting standards. legal requirements and accounting standards.



In summary:

Our Manifesto

Our being a Benefit Company, more than a choice, **has been a natural declination of the company's vocation**, born to develop sustainable and digital consumption models in their most effective sense.

We are convinced that everyone **can and must make a contribution** to save our world and that this lies in the small gestures of each of us, in what we choose to do or not to do every day.

We have embarked on the path of OKAPI Società Benefit | R5 Livinng in order to guarantee even more decisively the alignment of our work with our mission. We are convinced that we are on the right path to creating a better future for ourselves, for the community in which we operate and for the world.



Our logo shows the pentagram as its 'concentrated manifesto'. A s**ort of call to action** and operating guide all wrapped up in our very name.

