

**Feilo Sylvania Group
Code of Conduct
- GLOBAL -**

The Feilo Sylvania Group is committed to conduct its business in accordance with applicable laws, rules and regulations and in line with the highest standards of business ethics. We strongly believe that when we act with integrity, we build and retain long term relationships with our associates, customers, partners, employees and the wider community.

As employees of the Feilo Sylvania Group we are all responsible for ensuring compliance with our Code of Conduct and relevant policies and procedures. It is the collective expectation of the board members of Feilo Sylvania Group that we all follow the laws and regulations and act with integrity and honesty, irrespective of our position and location of work.

The Feilo Sylvania Group will not tolerate unethical conduct and has and will continue to take serious and appropriate action against anyone who does not act with integrity and honesty during their employment.

It is essential to report unethical conduct, and help foster a culture of honesty and accountability within our Group.

These basic business standards are laid down in the Global Business Standards and are available to you on our website www.feilosylvania.com. These standards apply to all employees of the Feilo Sylvania Group.

Everyone working for the Feilo Sylvania Group needs to understand the Code of Conduct and is individually responsible for complying with its principles as well as the regulations applicable in the countries from where we operate.

We encourage our employees to share any concerns or questions they may have during day to day activities. If you would like further information or have any specific queries please email: compliance@sylvania-lighting.com