

SPORTAIL COMMUNITY

OUR CODE OF ETHICS

Foreword :

The founding team Sportail Community is very attached to the values and the ethics of the sport as well as to the Human Rights, that is why we wished that these values are applied at the heart of our project but also as a line of ethics in our society.

We hope that they will be widely shared and respected by all those who participate in the development of Sportail Community (partners, shareholders, employees, customers, suppliers, service providers ...)

Paoline EKAMBI

President co founder Sportail Community

Article 1. Guarantee, at our level, the ethics and values of sport within Sportail Community

Just like a leader, especially in the professional sport, whose role is crucial both as regards, the proper functioning of his club as well as for all the next to a match (preparations, welcome.), The founding team Sportail Community wants to be a major player, even the starting point, in the transmission of values within the company or in the atmosphere of an internal event, such as during a match.

The founding team Sportail Community is also the guarantor of the philosophy and the image of its company and defines the main axes of its project.

In this, its role is important because this project corresponds to the line of conduct of the company, so that it spreads and is shared by all its members, customers, partners, suppliers, ...

Article 2. At Sportail Community

We value honesty and clarity.

We build strong and lasting relationships with our associates, our team, our customers, partners, suppliers ... based on mutual trust and interest.

We respect the stakeholders in our business environment, including our competitors.

Nous agissons avec intégrité : nous respectons les lois des pays où nous avons une activité ainsi que les pratiques de bonne gouvernance.

SPORTAIL COMMUNITY

Nous respectons des normes comptables, nous soutenons la lutte contre la corruption.

We provide our shareholders with long-term profitability by protecting and making the best use of the company's assets.

Nous visons l'excellence et n'hésitons pas à nous remettre continuellement en question et à reconsidérer notre façon de travailler.

Article 3. As an employer

We want Sportail Community to be a great place to work.

We are committed to diversity and professional equality between women and men.

The purpose of this Policy is to protect, support and support all employees in the face of discrimination.

We know that our people are our greatest asset.

They must therefore benefit from a safe and healthy work environment, where talent and personal merit are recognized, diversity valued, privacy respected and the right balance between professional and personal life taken into account.

We believe it is important to provide our employees with a stimulating environment, exciting career prospects, and the opportunity to make a difference.

We encourage a climate of openness, courage, generosity and respect, so that each Employee feels free to express their questions, ideas and concerns.

Article 4. As a responsible Corporate Citizen

We respect local cultures and sensibilities.

We commit ourselves to respect Human Rights and its ratified Principles, Treaties and International Conventions.

We want to contribute to the abolition of child labor as well as forced labor.

We are actively seeking and supporting partners who share our values and ethical commitments. This is the spirit in which we work.

Our strong ethical culture is one of the pillars of Sportail Community.

That's why we need to be clear about our commitments as a company, as an employer and as a citizen.

Our Ethical Principles : Fair-Play, Integrity, Respect, Solidarity, Courage and Transparency

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The Sportail Community Ethics Charter applies to all of us, wherever we may be and regardless of our role as a newly hired Collaborator, to members of the Executive Committees, to the Board of Directors, as well as to members of our Advisory Board.

Ethics is, however, an essential duty of everyone.

Everyone will have to read this charter and a copy will be issued to them.

Article 5. Prevention is better than cure

Even though we know that illegal copying of texts and images is virtually impossible to prevent on a web page, of course we allow others to take back our articles and photos on our website www.sportailcommunity.com and on all our digital communication media.

In return, we require the user to name the author and make an active link to our website www.sportailcommunity.com

Article 6. Ethics

Work together with respect for each other in the rules of sports values.

Respect Human Rights and its ratified Principles, Treaties and International Conventions.

Respect local laws and customs during business trips.

Respect health, hygiene and safety

Respect all the diversities, ethnic, religious, sexual, physical, ideological, handicap.

Ban all moral harassment, sexual behavior

Respect the environment, flora and fauna.

Choose and treat suppliers, partners, service providers, customers, employees, etc. fairly.

Respect the competition.

Respect confidentiality

Represent the social, societal society.

Respect privacy and personal data.

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No derogatory remarks, attempts to abuse, intimidate or harass, insult, hateful, defamatory, threatening, discriminatory or pornographic content are banned.

Failure to comply with these rules will be immediately sanctioned by the Management.

Article 7. Develop and share our skills

As part of the services we provide, we are committed to providing our customers with all the skills necessary for their smooth execution.

This capital of skills is regularly enriched by the know-how developed during our internal or external services.

It is duly formalized, kept and made available to employees.

We are committed to demonstrating our ability to grow and innovate in an ever-changing environment and to maintain our methods at the highest levels of quality.

Article 8. Demonstrate pragmatism and humility

By formulating recommendations based on our feedback and our convictions, by refusing any industrialization of our procedures, we constantly adapt our approach and our methodologies to the environment and to the needs of our customers.

By adopting a decidedly different positioning, we fully associate our customers with the realization of the projects they entrust to us ; to be able to challenge ourselves constantly and thus maintain a spirit of openness and innovation, allows us to achieve our missions taking into account the specificities of each environment.

Article 9. Act with integrity and loyalty

We are committed to carrying out our missions with complete independence of mind, respecting the principle of primacy of the interest of our customers in relation to our direct or indirect commercial interests.

We insist on systematically fulfilling our duty to advise, based on our understanding of need, our feedback, our expertise and our convictions.

Likewise, we take care to prevent the existence of any conflict of interest, whether between an employee and our company, a collaborator and a client or our company and a client.

As such, we do not accept any third party remuneration other than the contractually agreed fees with our clients.

SPORTAIL COMMUNITY

Each employee is committed to acting loyally towards his colleagues, the company and his clients.

With respect to our competitors, we are committed to adopting sound and fair practices based on the respect due to professionals in the same profession.

Our competitive advantage must be based exclusively on the excellence of our advice, the quality of our services and our teams.

With respect to our partners, we are committed to respecting practices based on mutual respect.

Article 10. Guarantee the confidentiality of information

We undertake to keep confidential non-public information that we are aware of in the context of assignments to our clients.

This duty of confidentiality, the foundation of our relationship of trust with our customers, is expressed in both the professional and personal use of information.

To this end, we take care to implement all the appropriate means to ensure the protection of this information, both for physical and digital media.

European Data Protection Regulation (GDPR)

On the other hand, any registrant can create a profile on Sportail Community but he must make sure to separate his private life from his professional life.

What he tells about his private life is likely to reflect on the image of his profession as a whole.

It is advisable, on his personal account as professional, to be vigilant to the image conveyed of oneself and his profession, to ensure his "e-reputation".

Article 11. To live our ethics in all circumstances

We comply with the laws, regulations and standards in force in all countries where we operate and which are applicable to the exercise of our profession.

We respect the standards and procedures in effect at our customers, especially during on-site interventions.

We prohibit ourselves from favoring a mission by offering any gift or personal benefit to a decision-maker.

Likewise, we are prohibited from receiving gifts or benefits from customers or third parties that may alter our independence of decision and professional practice.

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In case of difficulty, we rely on our management to find the solution consistent with our values.

Your online behavior must comply with our Code of Ethical Conduct.

Article 12. Be respectful of people and the environment

We do not prohibit any form of discrimination in our professional practice, whether in the management of our resources or in our relationships with third parties.

Respect for people is one of the essential bases of our collective dynamic.

We build a framework that promotes individual growth and a balance between work and home life.

We are socially oriented and we invest in causes and projects where we can help, assist and contribute to success.

We are attentive to our environment and we are careful to limit our impact on the consumption of energy, goods or the generation of waste.

We promote a participatory approach where everyone can contribute through their individual behavior or the contribution of initiatives to better environmental performance.

Article 13. Conclusion

The values of sport and the Declaration of Human Rights are the ideas that we share and that we have supported in the development of Sportail Community since its creation.

It is these values that allow us today to chart our path towards sustainable and responsible growth.

The integrity and professionalism with which we act are the foundations of our individual and collective reputation.

This Code of Conduct formalises the standards that guide our professional lives, affirming the ethical and behavioral framework that should help us to find the right answer in every situation.

It is essential that everyone conforms to it and live these values on a daily basis.

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They are the signature of our commitment to ethical behavior in business, respectful of individuals and their environment, and must testify to a society aware of its social and societal impact.

President Sportail Community

I, the undersigned, M / Ms :

Write manuscript, date and sign

« I am committed to the respect of the ethical charter of Sportail Community SAS »