

## **CODE OF ETHICS**

The Union of European Petroleum Independents (UPEI) and its Members upholds this Code of Ethics to promote the highest ethical principles and moral norms of professional conduct of independent traders in the petroleum industry.

### **UPEI**

- represents the opinion of its Members to legislative bodies in Europe in accordance with the EU Transparency Register Guidelines and seeks equality of treatment for its Members in the creation of laws and regulations.
- supports Members' global business reputation by promoting a policy of zero tolerance to corruption
- ensures that adherence to the principles of the 1998 International Labour Organisation Declaration is recognised as fundamental by all Members
- discloses relevant information regarding its own activities, structure and other important issues and matters covered by the OECD Guidelines for Multinational Enterprises where it is applicable
- maintains an open discourse on the application of the principles and guidance set out in the Code taking into account local conditions and situation in all participating countries, respects the views of its Members and honours their right to express them

**UPEI membership comprises both national associations representing independent companies and independent companies themselves, hereafter referred to as "UPEI Members".**

**UPEI Members are committed under their own and exclusive responsibility to promoting adherence to the following principles within their respective organisations and companies.**

1. The reputation and success of UPEI Members depends on compliance with legal requirements of the respective country, international regulations, respect for intellectual property and proper performance of contracts and arrangements to the highest ethical standards.
2. The need for competitiveness is recognised. In this context UPEI Members are committed to operating within the relevant legal framework(s) with regards to the development of relationships with producers, suppliers and other partners and the securing of fair and equitable treatment, transparency and contributing to the growth of industry.
3. UPEI Members support the protection of the biosphere, the sustainable use of natural resources, the maintenance and respect of health and safety standards and the environmental restoration in communities in which we operate, and promote energy efficiency and good driving practices.
4. UPEI Members place the highest priority on creating a safe and proper workplace and in ensuring satisfactory working conditions for employees as well as safety of the customers, and will encourage our partners to adopt this policy.
5. UPEI Members believe in fair employment and labour rights for employees. UPEI Members promote openness and transparency in business, and the creation of mutually beneficial relationships with customers and communities, by offering products and services competitive in terms of price, fair in quality, and safety minded.

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