

CODE OF CONDUCT

MESSAGE FROM THE GM

In Interarma Ltd we are proud of our deep respect to the ICOCA codes. The Codes are in the foundation of our Values, Behaviors and Procedures. The Codes are applied to support every one of us in order to make the right and ethic decision and to do the right and ethic in operations, with our colleagues, partners, clients as part of the worldwide society.

The Compliance with the Code is not optional, but rather a “must follow” for all of us. Anyone who chooses not to follow it, is making a choice not to have any relation with Interarma. The Code is one of the guarantees for the stability in our Organization, in our Operations and behavior; the Code is in our nature. Our procedures are fully aligned with the ICOCA codes and principles and all personnel of Interarma is continuously familiarized with them.

Our people are fully capable of making the right ethical decisions when faced with difficult choices guided by their good judgment as supported by their familiarization with our Code.

Please have the courage to speak up, if you witness anything that appears to breach our Codes.

The Code defines how each of us must act to ensure that Interarma sustains its stability, reputation, performance, effectiveness and continues to earn trust and prosper as an Organization.

Cpt (HN, rtd) I. Gyparis, GM.