

ETHICAL CHARTER

Introduction

Through this ethical charter, the company is committed to protect its employees, its assets, its clients, and to promote responsible citizenship. It expects every employee, by adhering to this charter, to behave in an exemplary manner, reflecting the company's values.

Employee Protection

Respect for individuals is fundamental to the company, which commits to:

- Practicing no discrimination based on gender, age, racial, social, cultural, or national origins, union activities, sexual orientation, disability, political or religious opinions during recruitment or promotion processes.
- Implementing working conditions that ensure the health and safety of employees.

Asset protection

Buildings and Equipment: Company staff must protect their assets from any form of damage or theft and must not use them for personal purposes.

Confidentiality: Information regarding individuals, products, projects, clients, and know-how must not be disclosed outside the company.

Company Image: Employees must refrain from any negative communication about the company. No external communication may be made by an unauthorized person.

Client protection

Client trust is paramount to the company, which commits to:

- Meet their requirements.
- Provide only reliable information.
- Protect their property and data.

Promotion of Responsible Citizenship

Political and Religious Activities: These activities must not take place within the company or during working hours.

Relationships with Third Parties: The company fosters mutually beneficial relationships with its suppliers. The selection of a supplier depends on performance evaluated through objective criteria. Ethical considerations, respect for social rights, risk prevention principles, and environmental protection are also considered.

Conflicts of Interest: Every staff member must conscientiously report to their management any potential source of conflict of interest.

Corruption: Employees must not solicit or accept any undue advantage (gifts, invitations, etc.). Similarly, the company must not offer any such advantages.

Environmental Responsibility: All actors within the company commit to considering and reducing the negative impacts of their activities on the environment.

Protection of Whistleblowers

For all commitments mentioned above, if an employee, acting in good faith, suspects practices that may affect the company's operations or liability, they have a duty to inform their management or the Board. As whistleblowers, they are protected by law.

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