

Date:

## **GENERAL DECLARATION**

The SUPPLIER, its subsidiaries and its joint ventures (the "SUPPLIER") adhere to the highest standards in the conduct of their activities, in particular with regard to respect for human rights, labor rights, the environment and ethics.

Wherever the SUPPLIER is present, its entities assimilate the local culture while fully respecting the values of the SUPPLIER, especially as reflected in the present Charter.

The SUPPLIER respects laws and regulations, especially rules relating to free and fair competition, the protection of personal data and the prevention of all forms of corruption.

Integrity, transparency, constant reevaluation, better performance through innovation and disciplined management are the constant inspiration of our behavior and our actions.

This Ethics Charter defines the principles that should apply at all times to internal and external relations of the SUPPLIER. These principles are not exhaustive, but as part of the responsibilities of the SUPPLIER's employees, they establish the basic rules of conduct and ethics applicable to all personnel of the SUPPLIER and its partners.

Changes in the SUPPLIER, the new requirements of our customers and new directions in corporate social responsibility and sustainable development led the SUPPLIER to agree on this Charter.

Each officer and employee of the SUPPLIER must comply with this Charter and ensure its dissemination and compliance.

## **I / RESPECT FOR HUMAN RIGHTS**

The SUPPLIER has decided for itself, as an inviolable rule, to exercise and develop its activities in compliance with:

- the laws and regulations (whether national or transnational) applicable in countries where these activities are exercised, and
- the specific requirements established within the SUPPLIER under this Ethics Charter and other internal regulations and procedures.

The SUPPLIER has committed itself to respect and promote the fundamental rights enshrined in the Universal Declaration of Human Rights, the dignity and worth of the human person, the privacy of employees and the equal rights of women and men. The SUPPLIER shall, in particular, respect the following principles:

### **1 / Child labor.**

The SUPPLIER complies with national laws and regulations relating to child labor and, in any case:

- Strictly prohibits the employment of children under the age of 16 years;
- Complies with the provisions of Convention No. C138 of the ILO, in respect of the employment of persons under the age of 18 years.

### **2 / Employment of the disabled.**

The SUPPLIER complies with national laws and regulations related to the employment of disabled persons and commits itself to undertake actions to promote their employment.

### **3 / The fight against discrimination.**

The SUPPLIER complies with national laws and regulations applicable in the fight against discrimination.

Further, no candidate may be excluded from a recruitment process or access to an internship or a period of training in business and no employee may be sanctioned, dismissed or subject to a discriminatory measure, whether directly or indirectly, particularly in terms of pay, training, ranking, classification, promotion, transfer or renewal of a contract, because of his origin, ancestry, fortune, philosophical convictions, gender, sexual orientation, age, marital status, genetic characteristics, political opinion, union activities, religious beliefs, physical appearance, health problems, physical disabilities, pregnancy, family name, or his membership or non membership, whether real or supposed, of an ethnic group, nation or race, and,

No employee may be punished, dismissed or subjected to a discriminatory measure for having denounced or reported in good faith, the actions listed hereinabove.

### **4 / Sexual and Moral Harassment.**

Any employee has the right to work in a healthy environment, free from all harassment constituting wrongful behavior under applicable national laws and regulations in countries where the SUPPLIER operates.

The SUPPLIER specifically prohibits all behavior constituting sexual or moral harassment, whether or not such behavior falls within the scope of a hierarchy or relation of subordination. Conduct is notably constitutive of illegal and prohibited sexual or moral harassment when:

- The acceptance of such conduct is made, either implicitly or explicitly, a condition of employment of a person, or
- A decision affecting employment is motivated by the acceptance or rejection of such conduct, or
- Such conduct has the purpose or effect of substantially affecting the performance by the individual of his work or creating an intimidating, hostile or offensive working environment;

## **II / HUMAN RESOURCES**

### **a / Freedom of expression and social dialogue.**

The SUPPLIER has committed itself to continuing the development of relationships of trust at all levels of its organization, notably by inviting its employees to speak freely to improve their working environment.

The SUPPLIER intends to maintain responsible social dialogue. To this end, the SUPPLIER keeps its employees and representatives well informed of its activities and organization in compliance with applicable laws and regulations regarding the information and consultation of employees.

### **b / Development of the potential of each employee**

The SUPPLIER promotes staff involvement in the following ways:

- Training and acquisition of multiple skills;
- Autonomy and accountability;
- Contribution to continuous progress at all levels;
- Career prospects and fair pay.

These principles link the development of the Group to the welfare of all its employees, regardless of their geographical location and the local legal framework.

## **III / ETHICAL BUSINESS CONDUCT**

### **1 / Relations with clients, service providers or suppliers.**

#### **a / Gifts and entertainment of customers and / or providers**

It is forbidden to accept any gift or gratuity from customers or suppliers, of a substantial value and in any way exceeding 100 euros, in any form whatsoever (including but not limited to sums of money, material goods, services, entertainment, travel, etc)

- If they reach their intended recipients, the gifts and gratuities must be immediately returned to the giver. If the refusal of the gift or its restitution may be considered discourteous, the beneficiary must inform the SUPPLIER's legal advisers who will decide the arrangements to be made with respect to such gift in consonance with the ethical principles of the SUPPLIER. The recipient must also ask the supplier or the customer to refrain from offering such gifts in the future.

- It is forbidden to pay any gratuity in cash, kind or other form including as entertainment or sponsorship, directly or indirectly, to any representative of a customer or supplier to obtain a contract or other commercial or financial benefit. In any event, gifts or favors of a substantial value and in any case of a value exceeding EUR 100 to customers or suppliers (whether current or potential) are strictly prohibited.

## **b / Sourcing of goods and services.**

Selecting a supplier of goods or services by the SUPPLIER must be based on quality, need, performance, time and cost. In negotiations with suppliers, it is the responsibility of each employee and officer of the SUPPLIER to put the interests of the SUPPLIER first within the limits of the law, to seize the best opportunities and get the best deal, without favoritism based on friendships or relationships on discriminatory criteria prohibited by this Charter.

## **c / Investments in suppliers.**

No employee or officer may invest directly or indirectly in the capital of a supplier having a business relationship with the SUPPLIER, nor in its parent nor its subsidiaries, nor lend him money.

## **d / Purchase of any good or service from providers for personal use.**

Employees and managers shall not take advantage of their membership of the SUPPLIER to obtain, for their personal purchases from a supplier of SUPPLIER, the same conditions as those granted by the supplier to the SUPPLIER.

## **2 / Respect of competition law.**

The SUPPLIER strictly adheres to rules and laws of competition applicable in the European Union and in each state where the SUPPLIER operates, bearing in mind that these rights prohibit such agreements, (formal or informal), plans, arrangements or coordinated behavior between competitors regarding prices, territories, market share or customers.

Officers and employees of the SUPPLIER accordingly refrain from entering into such agreements or understandings with competitors.

Furthermore, the involvement of the SUPPLIER employees in professional associations bringing together competitors requires the prior approval of Chief Executive of the SUPPLIER and the SUPPLIER General Counsel and/or the SUPPLIER'S legal advisers.

## **IV / ETHICS OF PROFESSIONAL CONDUCT**

### **a / Privacy of employees.**

Documents relating to the private life of employees, data on performance evaluations, promotion and compensation must be kept confidential. Access to such information is restricted to duly authorized individuals. Computer facilities that collect and classify such

Consequently, each employee must protect the confidentiality of such information in respect of himself, and he is forbidden to seek such data for other employees unless such searches have been authorized as part of its mission. Other than authorized persons, employees may have access only to such information in this regard to which they have a right of access under the applicable law.

Any difficulty relating to these principles and good law enforcement in this area must be signaled to the SUPPLIER's General Counsel acting as Data Privacy Officer and/or its legal advisers.

### **b / Confidentiality of documents and information of the SUPPLIER**

No employee, throughout his employment with the SUPPLIER or after his departure, may use or disclose to any person confidential information relating to the SUPPLIER, whatever be the source of such information or the method by which he has obtained it. Any violation of this rule may be subject to prosecution under applicable provisions of labor law, civil law or criminal law.

In particular, information concerning the availability, terms and conditions of trade agreements and projects of the SUPPLIER, financial data and other sensitive data, such as those relating to sales of production units, to intellectual property rights, technology, software or hardware used in the activities of the SUPPLIER is strictly confidential.

Persons whose employment contract expires or who are no longer bound by an employment contract with an entity of the SUPPLIER are required to maintain the confidentiality of this information.

### **c / Conflict of Interest**

A conflict of interest occurs when an employee or relative may personally benefit from a transaction involving an entity of the SUPPLIER or if an employee tries to conduct or have conducted a transaction with an entity in which he himself or a relative has a financial or other interest.

If in doubt, the employee must refer to his superiors who will request the SUPPLIER's General Counsel and/or the SUPPLIER's legal advisers to determine whether the proposed transaction creates a conflict of interest or not.

### **V / ETHICS TOWARDS THE ENVIRONMENT**

The SUPPLIER is engaged in a voluntary approach for the protection of the environment and stands up in defense of this principle in the conduct of its activities.

The SUPPLIER continuously identifies new environmental risks and takes necessary measures to prevent or limit its effects.

The SUPPLIER conducts a program of continuous improvement so as to ensure that the reduction of the environmental impact of its sites, its activities and its products is placed at the heart of its approach.

The SUPPLIER ensures compliance with national, European and international environmental regulations and deploys appropriate systems of management and measures of performance.

### **VI / COMPLIANCE WITH THIS CHARTER**

Each employee of the SUPPLIER shall read, understand and respect this Charter and if necessary, serve reminders of its rules and principles in the exercise of his functions and at the workplace. SUPPLIER management and each entity shall specifically ensure the dissemination and enforcement of this Charter by SUPPLIER employees.

Any employee of the SUPPLIER questioning the conformity of its actions to this Charter is strongly encouraged to speak with his hierarchy, the SUPPLIER's Human Resources Director or the SUPPLIER's General Counsel or the SUPPLIER's legal advisers to obtain more information on the conditions and application of the Ethics Charter.

All matters from and employee relating to the interpretation, scope and application of the Code of Ethics will be forwarded to his hierarchy who will consult the SUPPLIER's Human Resources Director or the General Counsel of the SUPPLIER or the SUPPLIER's legal advisers for a response.

Any violation of this Charter may be punished by the SUPPLIER. These sanctions may include, among others, a warning to the employee or dismissal depending on the seriousness of the violation and the applicable national law.