

Shared ethical charter

As part of its ambitious policy of corporate social and environmental responsibility, Socomec, under the guidance of its chairman and CEO, is committed to promoting sound ethical conduct throughout the company.

Our rules of good conduct are based on the values advocated by the family shareholding: openness, commitment and responsibility.

They are values which are shared by all of the company's employees.

Respect of fundamental rights

The Socomec Group recognizes and respects the fundamental principles decreed by reference texts, such as and in particular, the Universal Declaration of Human Rights, the agreements of the International Labour Organization (ILO), the United Nations Global Compact and the governing principles of the Organization for Economic Cooperation and Development (OECD).

Accordingly, in all the countries where it operates, Socomec:

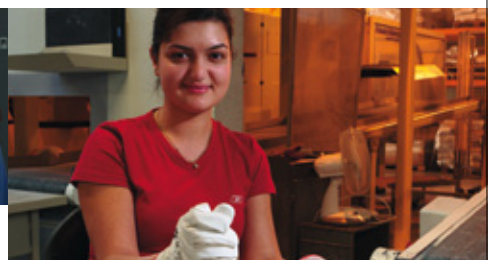
- forbids any form of forced or compulsory labour,
- forbids the use of child labour and discrimination based on age, race, gender, nationality, religion or beliefs,
- recognizes freedom for unions and the right to collective bargaining,
- works to improve working conditions and the prevention of health risks for its workforce,
- combats any form of harassment at work.

The company undertakes to monitor any changes in national or international regulations and to promote the respect of rights in its sphere of influence, in particular with its suppliers and partners.

**Responsible conduct**

The prevention of environmental risk is a growing concern of the Socomec Group, and this is carried through in terms of:

- its development of solutions, first and foremost focused on the energy efficiency of customer facilities, and the promotion of renewable energy sources,
- reducing the environmental impact of its manufacturing and service activities and optimizing its carbon footprint,
- training and informing its employees about the issues surrounding the protection of the environment.



Fair and honest practices

In keeping with the commitments of the chairman and CEO and with the company's values, the Socomec Group's ethical charter is based on the following principles and practices:

- open and transparent governance that takes into account social and communal considerations in decision-making and assures their regular communication,
- constructive and transparent labour relations with elected staff representatives,
- fair treatment of each employee as part of their professional career development, based on the objective evaluation of performance and targets achieved, as well as acquired skills and abilities developed in the exercise of their missions,
- management practices based on collaborative contract-based relationships that encourage initiative and commitment on the part of employees, and that are respectful of people and their differences,
- a duty of discretion for each employee to refrain from harming the company's reputation by taking a critical or defamatory stance via the media or social networks,
- respect of confidentiality. This obliges the company to respect the private life of its employees and commits employees in turn not to divulge to those outside of the company confidential information about Socomec, its customers, suppliers and partners,

- recognition of free and open competition, which is essential to the development of national economies and respectful of consumer rights. In addition, as part of its promotional and commercial activities, Socomec refrains from any erroneous criticism that may be considered detrimental to the reputation of its competitors,
- the rejection of any form of corruption. Therefore, our commercial practices prohibit any form of illicit payments. Furthermore, invitations, business gifts and other miscellaneous benefits should be of reasonable value and are only tolerated to the extent that they do not give rise to any unjustified or unfounded compensation. Such invitations, gifts, etc. should also be brought to the attention of the employee's line manager for approval,
- prevention of conflicts of interest in our business relations with external suppliers and partners. Such relationships should not be influenced, or likely to be influenced, by personal interests to the obvious detriment of the company's interests.
- respect of intellectual property, particularly patents, brand names, copyrights / royalties and various designs and developments;

Dynamic process

Corporate responsibility reflects preoccupations that are constantly changing. Therefore, as part of an 'ethics & compliance' commission, Socomec undertakes to carry out regular reviews to verify that the company continues to meet its policy commitments and to identify areas where possible improvements can be implemented.

