

Poppe + Potthoff Bonneville SAS

Code of Ethics

This code of ethics is based on the fundamental values of respect for customers, for people, the environment and facts.

Our group is founded on qualities of precision, innovation and flexibility.

All our partners (suppliers, subcontractors, etc.) are invited to follow us along this path.

1 - Fundamental rights

Poppe + Potthoff Bonneville undertakes to:

- comply with French and European Union laws and regulations.
- respect the environment and human rights.
- provide safe working conditions for all our staff and other workers.
- conduct and develop our business with integrity.
- maintain a loyal and firm relationship with all our partners and service providers.

2 - Skills Development

Equal treatment (according to age, gender, etc.) remains a fundamental element at **Poppe + Potthoff Bonneville**.

All employees have access to training, different types of contracts and career development opportunities.

Poppe + Potthoff Bonneville is committed to fight discrimination and bullying.

3 - Rules of conduct

Any illicit payment, whether to the authorities, customers or suppliers is strictly prohibited.

It is also prohibited to accept a gift or a gratuity from a customer or a supplier (Corruption).

Any counterfeiting is strictly prohibited.

Poppe + Potthoff Bonneville is committed to preserving the confidentiality of personal data of employees, each company and its customers.

4 - Alert for violation of the ethical charter

Any employee of **Poppe + Potthoff Bonneville** who is aware of a violation of the rules of this code must report it to the management or their own line manager.

Carine Aujogue

Director for Human Resources

30 May 2018, Ayse.