



# ETHICAL CHARTER

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## THE ETHICS TO THE EVERYDAY LIFE

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### FOREWORD of Nicolas TONIN – C.E.O SAS BESTONE

*I wish BESTONE is a good place to work. The employees are our main asset. They must have a safe and healthy work environment, where talent and personal merit are recognized, privacy is respected, and the right balance of professional and personal life is taken into account. I believe it is important that every employee has the opportunity to make a difference, to be innovative, open, free to express their ideas, questions and respect the rules of ethics. We must all act with integrity in accordance with all applicable laws, good governance practices and the fight against corruption. Each employee must be proud of his work and therefore of the value he brings to the company and to himself. The sharing of values is thus expressed through this charter of ethics, and must inspire each one of you.*



# ETHICAL CHARTER – THE ETHIS TO THE EVERYDAY

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## COMPLIANCE WITH REGULATIONS

BESTONE applies the laws and regulations in force in all areas.

## RESPECT FOR LOYALTY AND TRANSPARENCY

BESTONE is committed to loyalty to stakeholders, customers and suppliers, to build and maintain lasting relationships of trust. BESTONE complies with strict accounting standards and the protection of the company's assets.

## RESPECT FOR HEALTH AND SAFETY AT WORK

BESTONE privileges beyond the legal requirements, an improvement of the safety and the health protection of the people and ensures the constant application of the prevention of the risks and the safety at work. Interested stakeholders on the site are subject to the same vigilance.

## RESPECT FOR THE RIGHT OF EMPLOYEES

BESTONE strives to respect the rights of employees, respecting human rights, ensuring no discrimination in hiring and in working relationships and behaves towards each with dignity and respect others, recognizing the ideas of others, recognizing their contribution. Each employee must work in an open and respectful way, BESTONE's culture is based on loyalty, trust and solidarity.

## RESPECT THE ENVIRONMENT

BESTONE applies an active policy of management and improvement of its industrial installations in a concern of preservation of the environment.

## PROFESSIONAL COMMITMENT

Each employee implements the best possible level of his skills and must contribute to the smooth operation of the company. BESTONE tends to develop the skills of employees, to promote their autonomy. BESTONE is attentive to the preservation of equilibrium, the remuneration of efforts, the knowledge to be, of the quality of the work and of profit-sharing on performance and safety at work.

## RELATIONS WITH THE INTERESTED PARTIES

BESTONE is committed to providing its customers with quality products and services, in compliance with safety standards and environmental impact and asks all its partners, subcontractors and suppliers a commitment to the procedures good rules of quality, respect for human rights and sustainable development. BESTONE makes every effort to ensure the harmony of its relations with its social, economic and financial environment and all partners.

## ANTI-CORRUPTION CHARTER

Regardless of the commercial or financial interests involved, BESTONE undertakes to ensure that its resources and assets are not used for corruption purposes. Any employee who tries to bring a third party to contract with the company must not resort to active or passive bribery.

Each employee of BESTONE must not accept or solicit any gift, favor, invitation or any other benefit for himself or anyone from any person or organization with whom the employee has or had any business relations, which may influence or appear to influence the impartiality with which he performs his duties or constitute or appear to constitute a reward in relation to his activities. This does not exclude acts of courtesy or usual hospitality, or symbolic or minimal gifts, within the limit of the tax deductible value.

Any employee who is the object of an attempt of corruption by a third party will have to refer as soon as possible to the direction of BESTONE. Any employee who, in the performance of his duties, has acted contrary to this charter will be punished for serious misconduct.

## ANTI-TRUST CHARTER

BESTONE undertakes to take any anti-trust provision.