



692 Rue des Mercières
69140 Rillieux-la-Pape
FRANCE



Ethics and Behavior Charter for Sustainable Development

In September 2012, we joined the United Nations Global Compact, committing ourselves to respect and promote the ten principles relating to human rights, labor rights, the environment and anti-corruption practices within our business and sphere of influence.

Our qualities, expertise, resources and culture are firmly directed towards achieving growth that will ensure the longevity of our company. This growth necessarily results from the search for operational and financial performance.

However, our company's performance cannot be restricted to just economic and financial results. Our target is to create overall value, impelling us to add the environmental aspect to our general strategy for economic, corporate and social development.

In the quest for overall value and by pursuing a long-lasting economic and social objective, our ambition is to share our successes with our employees, customers, and, in general, all parties involved.

This charter symbolizes the values and rights underpinning our identity within a management model that ensures our cohesion and the momentum of our development. It is a model based on our managers taking responsibility. The trust placed in them is inseparable from the intangible principles of goodwill, loyalty, observance of commitments and transparency.

This model sets out clear ground rules and encourages better performance from every employee. They may have a direct or indirect role but they participate nonetheless in the fulfillment of FOLAN.

We are committed to preserving our neutrality in politics and religion, as demonstrated by our refusal to support one political party or religious creed over another.

All company partners, our stakeholders, are prohibited from jeopardizing FOLAN's reputation or compromising the integrity of our resources and information systems. They should always ensure the observance of the IT charter and non-disclosure agreements, in addition to ensuring the integrity and protection of sensitive information and personal data.

Regardless of the commercial or financial interests at stake, we undertake to protect our resources and products from being used for corruptive practices.

Under no circumstances will we use a third party to perform something that is ethically or legally forbidden for us to do ourselves.

It is recalled that any contract or undertaking with any partner for the purpose of corrupting a natural or legal person is a crime under anti-corruption legislation. This includes any punishable behavior by which a person (the corrupted) solicits, agrees to or accepts a donation, offer or promise of any gifts or benefits with the aim of performing, delaying or neglecting to perform an act that is directly or indirectly within the purview of their duties.



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Furthermore, gratuities etc., such as gifts and invitations, granted or received from our customers, suppliers or other partners should have no purpose other than to strengthen our brand image and maintain good relationships. Nevertheless, they must be of a nominal value and must neither influence nor give the impression of influencing our decision.

The proper performance of the company's business presumes a positive work environment, free of any moral pressure, bullying or persecution or any action akin to harassment. Politeness, respect for the rules of common courtesy, and an open, positive mindset should be the priority of all members of our company.

All FOLAN partners must ensure that their acts do not infringe the rights and dignity of its employees, nor adversely affect their physical or mental health, nor compromise their professional careers.

Good working conditions and consideration for human factors are our daily concern, just as much as our concern for economic growth, respect for the environment and our customers' satisfaction.

All FOLAN stakeholders should have access to safety equipment appropriate to their activity. They must also be informed of the rules and responsibilities in relation to their personal safety so that they can each be proactive in protecting their own and their colleagues' health and safety.

We shall ensure equal opportunities for our partners. The selection of suppliers and the hiring and promotion of our employees will only be based on professional credentials and results. We shall respect the dignity, private life and personal data of every individual.

We have also placed respect of the person at the core of our ethics. Human rights guide our relationships with others.

Through rigorous observance of human rights and the International Labour Organization conventions, we oppose all forms of child labor and forced labor and insist that our service providers, suppliers and all stakeholders respect these principles.

Aware of the impact of our activities on nature and humans, respect for the environment is a major factor in our operational choices, thereby ensuring that the promotion of social values and environmental quality are intrinsic to our successful growth.

We shall endeavor to attain the highest environmental standards in the preservation of natural resources, energy consumption and waste management.

The establishment of a management system to control the environmental, quality and safety aspects of our business encourages continuous improvement in all those areas.

Our corporate leadership is available to provide any necessary assistance if you have any questions or wish to report a problem or controversial action.

The development of a good working environment is conducive to our company's economic and commercial efficiency, social progress and everyone's self-fulfillment. However, everyone must make continuous efforts and cooperate to ensure that our successful growth goes hand in hand with the promotion of social values and environmental quality.

Date: 02/05/2019
Ludovic Robert
Chairperson of FOLAN