

STEF ETHICAL AND CONDUCT PRINCIPLES

1

Compliance with laws and regulations

Group companies and their employees must constantly comply with applicable laws and regulations in all concerned countries

2

A respectful social policy employee rights and development

The STEF group is developing an approach :

- protecting the health and safety of its employees
- of diversity and in favor of professional equality
- Supporting employees in managing their careers
- of social dialogue

3

Respect of the environment

STEF pursues an active policy to reduce the impact of its activities on the environment :

- Energy optimization of equipment and buildings
- Development of sustainable solutions
- Implementation of civic practices to reduce energy consumption

4

Protection of assets and resources

The Group has implemented procedures for the protection of company assets and resources :

- maintenance and security of goods and equipment
- Internal rules regarding expenditure initiation

The Group has established Corporate Values which are brought together around STEF brand

5

Transparency of commercial relations

The Group is committed to respecting fair and transparent commercial practices with its stakeholders – internal procedures allowing a fair selection of its service providers and partners are in place

6

Data and information protection

The Group respects the confidentiality of exchanges with its commercial partners and other stakeholders

The company's know-how, industrial property rights and software cannot be used outside their framework

6

Fight against corruption

The Group refuses any form of corruption or influence peddling. Internal procedures help prevent risks of corruption, conflicts of interest or influence peddling.

The Group has distributed a Code of Ethics and Business Conduct throughout its organization

7

Participation of employees in respecting ethical principles

Each employee undertakes to respect the rules of action and behavior associated with these principles. Employees have a duty to alert in the event of behavior that does not comply with the STEF Code of Ethics and Business Conduct – an internal alert system is available to them