

# CODE OF ETHICS

## For business partners

Jeumont Electric commits to carry out its business in accordance with a strict code of ethics.

Jeumont Electric's code of ethics for purchasing sets down the main standards and obligations that Jeumont Electric and its partners commit to meet.

### 1. Our Values

- **Faith in people and in the future**

We believe that tomorrow will largely be a result of what we make it. We seize opportunities with an entrepreneurial spirit.

- **Openness and imagination**

We are curious of the world around us. We stimulate and excite our imaginations through the experiences and concerns of our customers, thereby generating ideas that in time, often form effective solutions.

- **Professionalism**

Being professional consists of a thorough and detailed approach with no room for error. We are totally committed to achieving the task at hand productively. We are responsive and strive to deliver our products and services on time every time.

- **Positive thinking and Win-Win Culture**

We are convinced that we shall naturally progress by assisting our partners to realise success. We endeavour to fully understand and support their individual objectives and interests, whilst never losing focus of our own. Because team working is more pleasant and effective, creating an aura of confidence and belief.

- **Integrity**

Confidence needs to be earned. It relies on total integrity. Together with our clients and suppliers, we have mutual respect for each other and keep our word.

### 2. Code of ethics of Jeumont Electric and its employees

- **Commitments of Jeumont Electric**

Jeumont Electric and its employees commit to follow the fundamental principles, the laws and regulations in force both at home and abroad, and the ethical standards in all the countries it operates in.

It is fully committed to fighting corruption in all its forms, as well as all types of discrimination, and expects its employees to apply the laws in force in the countries where they are working.

Jeumont Electric meets the most stringent environmental, health and safety standards. These standards apply both to its employees and to its suppliers and subcontractors, working both in the factory and on customers sites.

- **Anticorruption and conflict of interest measures**

Jeumont Electric's employees commit to strictly respect all the applicable laws and regulations for fighting corruption and conflicts of interest.

Workers and managerial staff, as well as top management, who are in direct contact with suppliers commit to refuse any gifts in return for a business opportunity.

The aim is to avoid any type of collusion or ambiguity in our relations with suppliers.

Any doubts an employee has regarding a potential conflict of interests must be declared to his/her supervisor, and to the Human Resources department or by email to [ethics@jeumontelectric.com](mailto:ethics@jeumontelectric.com).

- **Supplier selection by Jeumont Electric**

Our suppliers are selected and assessed according to a transparent and fair process. Jeumont Electric ensures that all offers are competitive and provide sustainable, economic and innovative solutions as part of a relationship based on mutual trust.

The main criteria for awarding contracts are the following: equipment safety, technical ability, quality, cost, lead time and a commitment to Health and Safety and to the protection of the environment.

### 3. Ethics of Jeumont Electric's partners

In addition to the ethics we ask our employees to follow, Jeumont Electric asks its suppliers to abide by the following principles and rules.

Our partners are responsible for ensuring that these commitments are also respected by their own suppliers and subcontractors.

- **Sharing the values of Jeumont Electric**

Our commercial partners commit to share the values of Jeumont Electric and follow its example regarding anti-corruption and conflict of interest measures, and abide by the laws and regulations, both domestic and international, of the countries they operate in. These include:

- The principles of the Universal Human Rights Declaration;
- International agreements regarding basic human rights
- The fundamental agreements of the International Labour Organization,
- Other applicable international labour standards,
- OCDE guidelines for multinationals
- The principles of the United Nations Global Compact.
- Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas
- French law n°2016-1691 of 9 December 2016 (known as the *Loi Sapin II*) regarding transparency, fighting corruption and modernizing business practices
- French law n°2017-399 of 27 March 2017 regarding the duty of parent companies and contract-giving companies to exercise vigilance
- Combating any type of discrimination (on the grounds of gender, religion, sexual orientation, political beliefs, etc.)
- Local legislation, in particular but not limited to labour regulations (equal opportunities and wages, prevention of forced or compulsory labour or employment of minors, etc.)
- Ban on offering gifts in exchange for commercial opportunities or competitive advantages.
- Competition and anti-trust laws

- **Quality, Health & Safety and the protection of the Environment**

A QHSE approach is at the core of Jeumont Electric's management strategy. Via this approach, we aim to achieve continuous improvements in quality, health & safety and the protection of the environment. All our partners must put in place effective policies for health & safety and the protection of the environment. They must also commit to put all the possible means in place for achieving the goals and meeting the requirements of Jeumont Electric with regard to Quality.

- **Confidentiality**

Non-disclosure agreements are signed with suppliers whenever there is an exchange of confidential information.

Suppliers are reminded that it is prohibited to take any photographs or videos of our machines and means of production or development either in the factory or in the field. Any publication of information on social media is also prohibited, unless expressly authorized by Jeumont Electric.

- **Fair competition**

Our commercial partners refuse to engage in such practices as joint price setting or contract-sharing with their competitors, as well as any unfair agreements or practices which would inhibit free competition, such as those aiming to drive out a competitor from the market or to restrict access to the market for new competitors by illicit means.

- **Transparency**

The Supplier commits to exercise total transparency with regard to Jeumont Electric. Any dissimulation, false statements, counterfeiting or falsification of documents or of information may thus lead to such measures as the termination by Jeumont Electric of its contract.

- **Reporting conflicts of interests and anti-corruption measures**

All measures must be taken to avoid conflict of interest and suspected partiality.

Jeumont Electric therefore reserves the right to exclude any suppliers that do not apply the commitments of this code.

Any situations that are contrary to this Code of Ethics or any potential conflict of interests have to be reported to the following address: [ethics@jeumontelectric.com](mailto:ethics@jeumontelectric.com).