

The company conducts its activities in a rigorous, efficient and dynamic manner; its image and development depend on it. This code of ethics expresses the general meaning and principles that everyone agrees, personally, to respect within the framework of the assignments incumbent upon them. It is part of a continuous process of improving professional practices. It is supported by the company and is intended to apply to each employee and manager.

- Moral integrity**
 - Under all circumstances, strive to give the best image of the company and to prohibit any practice likely to harm the company.
 - Never seek to benefit personally from the professional relationships maintained with suppliers or subcontractors with the company.
 - Refuse any type of offer that could compromise one's independence of judgment or that could call into question one's moral integrity.

- Confidentiality**
 - Respect the confidentiality of information both inside and outside the workplace, even after business hours.
 - Refrain from disseminating or using company data outside the professional context.
 - Comply with the rules defined by the CNIL

- Respect for others**
 - Refrain from practicing discrimination or making inappropriate comments, in particular with regard to religion, sex or physical appearance.
 - Ensure that one's actions and words are not likely to undermine the rights and dignity of one's colleagues and collaborators, alter their physical or mental health or jeopardize their professional future

- Prevention of conflicts of interest**
 - Respect the interests of the company by avoiding any situations which could have a direct or indirect interest or influence on the way in which he or one of its employees performs their duties or responsibilities or their motivation for doing them.
 - Act in the legitimate and exclusive interest of the company with a constant concern for protecting it, including its image and reputation
 - Be careful not to create and make sure to avoid any situation that could place them in a conflict of interest.
 - Undertake to report any situation involving a risk of conflict of interest concerning them in order to determine the most appropriate way to act.
 - Devote all of one's professional activity to the service of the company.

- Prevention of corruption and influence peddling**
 - Decline any gift or invitation.
 - Commit to complete independence, objectivity, impartiality, efficiency and good use of the company's financial resources, in the daily practice of its business and its corporate mandate.
 - Choose candidates based on the quality of their products or services and the prices charged through competitive bidding according to regulations, standards and internal procedures in effect.
 - In the context of one's professional activities, observe rigorous political neutrality with regard to local elected representatives, political parties or associations.

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER
APLIX Group CEO