

Employees are the Group's main asset, both as individuals and through their ability to work together. They are at the top of our scale of values. Respect for oneself and others is, therefore, a basic rule of behavior for the Group's employees, regardless of their level. Line managers have a special responsibility in this regard.

HR teams respect the rules and codes in order to create homogeneity and professionalism, and to guarantee application of the company's values. The application of these rules forms a charter of ethics, which each stakeholder of the company must respect and which is based on the following fundamentals:

Giving meaning to professional responsibility

- Foster a sense of community by bringing employees together around projects
- Seek collective and individual success
- Giving meaning to the work that employees do

Anticipate human and social implications

- Consider the new outlook of the region
- Predict and Anticipate in the collective interest

Communicate to ensure cohesion

- Apply original and direct communication with its employees in order to legitimise the cohesion of the company
- Be transparent and clear, using the most appropriate communication channels

Assist with Professional Development

- Take action on professional development and building of skills for all
- Achieve the highest levels of excellence

Consider respect for the person as non-negotiable

- Respect every employee
- Consider the experience of each employee
- Anticipate the impact that decisions will have on them, both professionally and privately

Promoting equity and diversity

- Ensure equal opportunities
- Fight against discrimination
- Value employees of all genders, ages, cultures

Prevent conflicts of interest and ensure integrity

- Report any non-compliant situation
- Do away with activities that may disrupt operation of the company

Guarantee confidentiality

- Honor strict confidentiality
- Behave with integrity
- Apply the practices necessary to guarantee it

Kindness

- Encourage kindness
- Ensuring that “working together” and “living together” are the norm

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