

ACOME Group ethics policy

Vision



Sharing an ambition

In line with its values – **commitment, excellence, solidarity and respect** – its membership to the **United Nations Global Compact**, and **building on the cooperative status (SCOP) of its parent company**, ACOME Group remains committed to conducting its business with integrity, transparency and accountability. This policy defines the fundamental ethical principles that guide behaviours and decision-making throughout the Group.



Committing to ethical conduct

ACOME Group aims to balance sustainable performance, employee well-being and integrity in its business practices. To meet these challenges, the Group is committed to:

- Promoting a shared culture of ethics at all levels of the organisation;
- Preventing and managing ethical risks that may impact our activities and reputation;
- Promoting responsible and fair business relationships.

Each employee contributes to the implementation of these commitments in compliance with applicable regulations and international standards.

Principles and implementation



Our fundamental ethical principles

- **Promote a culture of ethics and respect for human rights:** foster a safe, inclusive and respectful working environment, and reject all forms of discrimination and harassment.
- **Act with integrity in our business practices:** prevent and prohibit all forms of corruption, fraud and unlawful practices, while promoting exemplary conduct.
- **Prevent conflicts of interest and preserve the integrity of decision-making:** anticipate, identify, disclose and manage any situation involving conflicts of interest, and ensure objective decision-making.
- **Combat money laundering and all forms of illegal practices:** implement risk-based due diligence processes, particularly regarding conflict minerals.
- **Promote responsible and fair practices in business relationships:** comply with competition law and act honestly with our partners, customers and suppliers.
- **Encourage the reporting of situations that conflict with these principles:** establish whistleblowing mechanisms within a **secure and confidential framework and protect whistleblowers**.



Implementation and Accountability

Group Executive Management affirms its commitment to promoting and enforcing this policy by engaging the Executive Committee, the management teams of the Group's entities, and all employees.

The Group Quality Director has been appointed as the designated contact for receiving any alerts related to this Group Ethics Policy. The CSR Director contributes to the deployment of the ethics policy by ensuring its integration into ACOME Group's Corporate Social Responsibility (CSR) approach. The Quality Director and the CSR Director contribute to the implementation of this policy and report on results during Management Reviews, each within their respective areas of responsibility.

Frédéric Briand
Chairman
and Chief Executive Officer



Alban Eraclas
Group Quality Director



Jean-Marc Paret
Group CSR Director


