



EXPECTATIONS FROM OUR PARTNERS

ALTRAD Solidarity will always strive to adhere to the highest ethical standards. The Altrad Group's Code of Ethics and Business Integrity (the Code) applies to all partners, agents, associates, and employees of the Group. It clearly defines the standards they must follow and explains how to obtain additional support to meet these standards.

Partners must adhere to and act in accordance with this Code. Compliance with this Code must be a priority for everyone and will serve as a guide for progress and excellence.

ALTRAD Solidarity will not support organizations or projects that do not comply with internal compliance policies, ethical standards, or applicable laws.

Compliance with the Law

ALTRAD Solidarity expects partners to conduct their activities transparently and honestly, and in compliance with the laws and regulations of each country where ALTRAD Solidarity operates. As a globally operating group, we are subject to various international trade laws concerning the transfer of goods and services across national borders, and these laws must also be respected.

Partners must not engage in business activities that contravene sanctions imposed by the EU, France, or other authorities or export controls.

Partners must not participate in any form of tax evasion or facilitate tax evasion.

Combating Modern Slavery and Human Trafficking

Partners must adhere to the principles of the Universal Declaration of Human Rights, the International Labour Organization, and the Organisation for Economic Co-operation and Development (OECD).

ALTRAD Solidarity prioritizes the well-being and safety of its workers and those of its partners. We will not tolerate any form of hidden labor, including slavery, servitude, forced or compulsory labor, child labor, or human trafficking. 'esclavage, la servitude, le travail forcé ou obligatoire, le travail des enfants et le trafic d'êtres humains.

Ensuring the Safety of Individuals

ALTRAD Solidarity expects all partners to ensure a safe and healthy working environment by complying with applicable health and safety laws and regulations.

Partners must show respect for others and provide their employees with a safe work environment, free from any unlawful discrimination based on age, disability, gender, religion, ethnicity, or nationality.

Conflicts of Interest

Partners must disclose any conflict of interest with Altrad Group employees. Conflicts of interest will be handled in accordance with the Altrad Group's conflict of interest policy.

Corruption and abuse of Power

ALTRAD Solidarity enforces a zero-tolerance policy for all forms of fraud, corruption, and influence peddling. Partners must comply with all applicable local and international laws, regulations, and treaties prohibiting corruption.

Partners may not directly or indirectly offer, solicit, give, or receive bribes on behalf of or to/from a member of the Altrad Group or ALTRAD Solidarity.

Zero tolerance for corruption extends to all forms of influence peddling and facilitation payments to governments, customs, and other officials.

Partners are permitted to offer gifts or invitations to Altrad Group or ALTRAD Solidarity staff, provided the gift or invitation is modest, declared, and not intended to obtain an undue advantage.

Partners must implement processes and procedures to proactively prevent fraud, corruption, and influence peddling. If partners lack such processes and procedures, they must adopt Altrad Group's processes and procedures to comply with at least the same standards as ALTRAD Solidarity.

Fair Competition and Business Practices

Partners must conduct their activities transparently, ethically, and with integrity.

ALTRAD Solidarity will not tolerate anti-competitive practices by its partners, such as price-fixing agreements, bid-rigging, or abuse of a dominant market position. Partners are expected to comply with competition laws or applicable antitrust laws.

Protection of Group Assets

Partners must not use Altrad Group assets for illegal activities or personal gain.

Partners must respect the intellectual property and other proprietary rights of the Altrad Group and ALTRAD Solidarity.

Partners in possession of personal data relating to individuals must protect, store, and use this data in accordance with applicable data protection laws.

Partners aware of confidential information (including information that may influence stock prices) related to Altrad Group activities must not seek personal gain from it or disclose it to third parties.

Whistleblowing

We encourage partners to promote transparency and integrity by reporting any breaches of the Code, Altrad Group policies, applicable laws or regulations, or any other concerns they may have. It is important to raise concerns with your Altrad Group contacts. If partners feel unable to do so, they are encouraged to use the Altrad Group's internal whistleblowing platform.

ALTRAD Solidarity will not tolerate any act or threat of retaliation against an employee who has used the whistleblowing procedure in good faith.