



STEF Ethics and Business Conduct Charter

Fundamental principles to be respected by employees

- 1- Respect in all circumstances the laws and regulations in force**
- 2- Maintain fair business practices that comply with regulations**
- 3- Maintain relationships with subcontractors and suppliers based on objective selection and evaluation**
- 4- Protect the company's assets and resources on a daily basis**
- 5- Contribute to a work environment that protects the health and safety of all employees**
- 6- Act in favour of diversity and respectful working conditions**
- 7- Take into account the impact of the Group's activities on the environment on a daily basis**
- 8- Respect the confidentiality of information defined as such**
- 9- Avoid situations creating a conflict of interest**
- 10- Refuse all forms of corruption**
- 11- Act on a daily basis while respecting the Company's values**
- 12- Help to promote a positive image of the Group and the STEF brand**