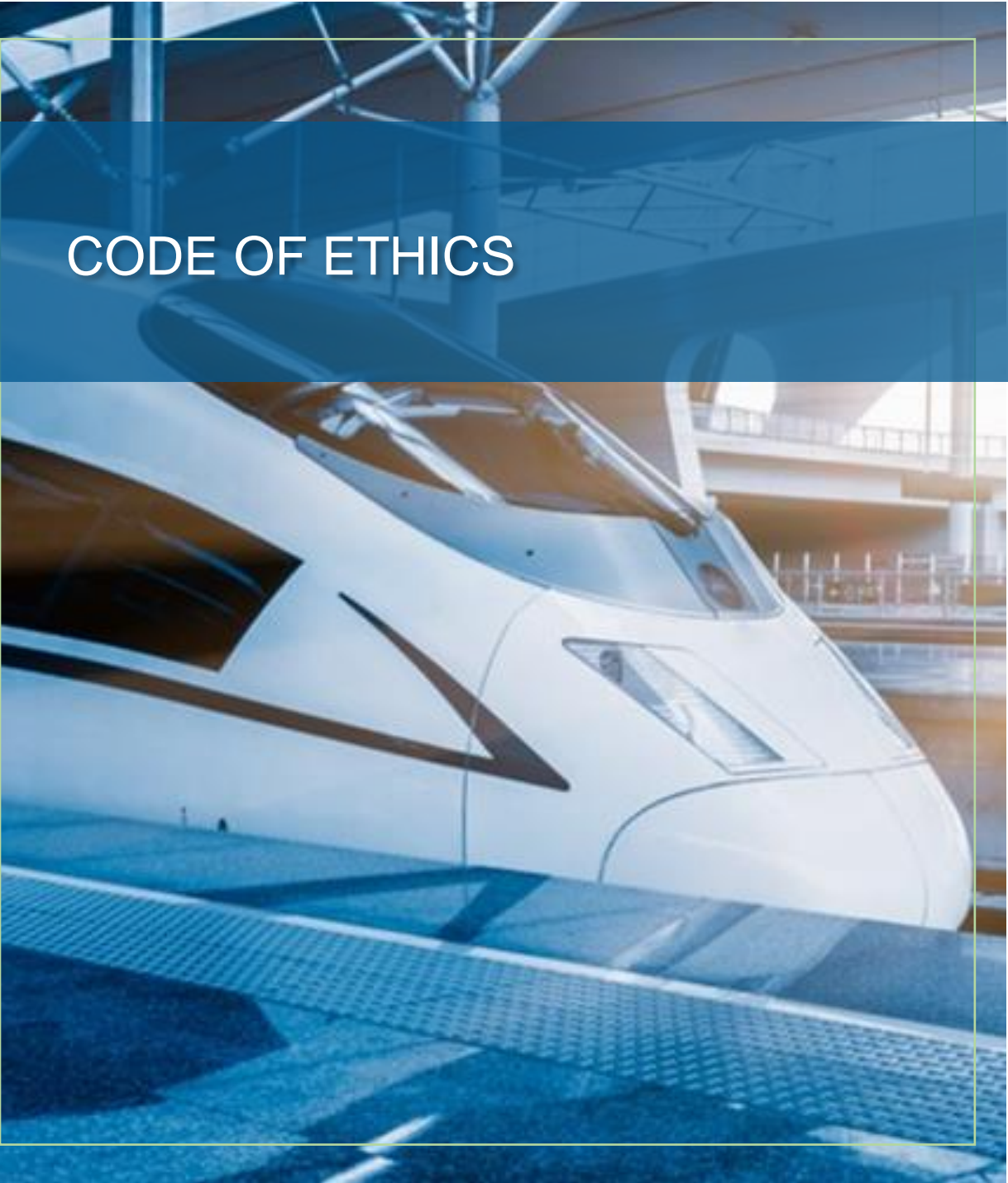




CODE OF ETHICS



INFORMATION

Revision	2
Date of Issue	01/09/2022
End of validity	This document is revised every year. Next revision shall be issued before the 18th of October 2023
Responsible	Group Integration Director
Applicability	CERTIFER Personnel

VALIDATION

Name & Position	Clémence DUMUR Group Integration Director	
Name & Position	Pierre KADZIOLA CEO	



I. CERTIFER IS COMMITTED TO ITS CORE VALUES

CERTIFER intends to maintain and promote a number of fundamental principles across the structures forming the Group.

INTEGRITY AND INDEPENDENCE

In our behaviour and actions, we are honest and loyal to all of our customers, our partners, and all of our employees, regardless of their origins and country of origin.

COMPETENCE AND RESPONSIBILITY

The services we offer are perfectly suited to contracts with our customers, based on the proven know-how of our staff, and the respect for confidentiality. They commit our reputation and the trust we have, which are indispensable in particular for the exercise of our third-party nature of work.

RESPECT FOR LAWS AND PEOPLE

We comply with all the laws and regulations in force where we operate, and we do so in a general and absolute principle of respect for others, transparency, tolerance, listening, and respect for our commitments.

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

In all our actions, we are committed to being respectful of human dignity, social rules and the environment.

COMBATING MONEY LAUNDERING AND THE FINANCING OF TERRORISM

CERTIFER complies with the French law on measures to fight against money laundering and the financing of terrorism (lab-FT). The laws and decrees regarding this subject are based on the European Union standards.

FIGHTING TAX EVASION

The fight against tax fraud is a major issue of sovereignty and the rehabilitation of public accounts, CERTIFER supports a priority of public action.

II. ETHICAL AND OPERATIONAL RULES

Across our activities, whatever the nature of our work, commercial, technical, administrative, etc. we must ensure that the criteria of independence, impartiality, integrity and confidentiality which are at the very heart of the relationship of trust between us and our customers, suppliers and partners are respected. These obligations apply to all, and in particular to the line managers who must integrate the various aspects of their management into their day-to-day management practices.

- Avoid results, reports, etc. established at our missions are not subject to commercial, financial or other pressures by external parties;
- Maintain strict independence from designers, suppliers, installers, users... ;
- Ensure confidentiality of the information we have access to and, in particular, to respect intellectual property rights;
- Foster a team spirit and a spirit of cooperation, indispensable for the smooth running of the company, in the interest of our customers and partners in particular;
- Ensure compliance with this code of ethics: Each of us can make known of any breach of which we know, within a time frame compatible with effective treatment, and promote the processing of that information.

COMPLIANCE WITH THESE RULES SHOULD THUS CONTRIBUTE TO:

- Contain the risks of conflicts of interest;
- Promote the conditions of fair competition.

ANY CERTIFER EMPLOYEE, UNDER ALL CIRCUMSTANCES, IS REQUIRED TO:

- Maintain no relationship with our competitors concerning specific offers, prices, market sharing, sectors of activity or territory, etc. except where such practice is legal;
- Not seek to obtain, by illegal or unfair means, information about our competitors, or to disseminate false information about them for the purpose of denigrating them;
- Carry out our assignments in an ethical and responsible manner;
- Not put any pressure on any party who is likely to influence our integrity;
- Not engage personally or engage CERTIFER in an activity incompatible with its independence of judgment and integrity;
- Not exercise, in a personal capacity, and where it is directly associated with the intervention, as a partner or for remuneration, any designer, manufacturer, supplier, installer or user activity relating to the inspected objects;
- Refuse to perform any inspection services for which there is an incompatibility with our impartiality;
- Report any conflict of interest arising from their personal relationships;
- Avoid any favouritism toward a manufacturer, a supplier, a particular service provider in particular in the context of the services we provide;
- Treat without discrimination any customer whatever their structure or volume of business with CERTIFER;

- Not exert pressure on another CERTIFER employee, in charge of a service, such as to disturb his impartiality due in particular to personal interests in the purpose of the service;
- Not disclose to persons outside the company, results, documents or information collected from customers without the formal agreement of the latter, except in the case of a request from a competent authority or court proceedings;
- Not respond, in the course of its professional activities, to interviews or give opinions on questions formulated by representatives of the media except to be expressly authorized to do so by the Managing Director of the structure to which it belongs.

III. APPLICATION AND REPORTING PROCEDURES

The General Management of CERTIFER has created an Ethics Committee chaired by the Quality Steering Committee (QSC).

The role of the Ethics Committee is to ensure the proper application of this Code at CERTIFER, by means of evaluations and audits.

CERTIFER SA CEO and the Heads of the Group's entities are the guarantors of the effectiveness of its mission.

The processing of these reports will be carried out by the Ethics Committee in accordance with the procedures defined in a single procedure for reporting violations of the code of ethics and the anti-corruption code.

The principles of conduct laid down in this Code are binding on every CERTIFER employee. Non-compliance with the rules of the Code will be considered as a failure which is liable to be sanctioned, in accordance with the rules of each country, in the following manner:

For group employees:

- blame;
- layoff;
- deployment;
- demotion;
- dismissal for serious misconduct.

For external employees:

- Termination of current contract(s)

Some principles set out in this Code are subject to special procedures that employees must be aware of when they perform their duties.

In case of uncertainty or doubt about the application of the principles defined above, it is up to the employee to refer to their line manager, who may inform the Ethics Committee or, in cases where it is difficult to refer to their line manager, to refer the matter directly to the Ethics Committee.

Your preferred contact person: Ethics Committee CERTIFER



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