

EUROTAB ETHICS CHARTER



As part of its business project, **OXYGENE**, EUROTAB would like to define its social responsibility commitment. In this context, the EUROTAB management will formalize its Ethics Charter that will guide the behavior of employees in their decisions and actions.

Ensure Sustainable Growth

EUROTAB will develop a sustainable vision of its business with both its customers and suppliers. EUROTAB is committed to:

- protecting and developing its assets;
- respecting those of its customers and suppliers;
- protecting the intellectual property resulting from its innovations;
- respecting the intellectual property of its partners;
- developing a long-term vision of its partnerships, customers and suppliers.

Develop a positive work environment for all employees

The creation of a favourable working environment implies the recognition of workers' rights and the respect for fundamental principles, such as the respect of health and safety standards at work. EUROTAB is committed to:

- providing its employees with good health and safety conditions in the workplace and to combat all forms of abuse, intimidation, physical, sexual or psychological harassment;
- not to use any of the prohibited components in its black-list;
- permanently maintain a social dialogue of the utmost quality;
- guaranteeing equal opportunities for all of its employees and assist in the development of their skills and autonomy.

Respect Business Ethics

EUROTAB agrees to comply with all legal and ethical requirements that prevail in business relations and international trade. EUROTAB is committed to:

- an irreproachable governance (Supervisory Board, Management Board, Executive Committee);
- implementing business ethics within the company and refusing any type of corruption; in case of difficulty of interpretation, the necessary arbitration should be carried out by the Executive Committee;
- fighting against conflicts between personal interests and those of EUROTAB;
- respecting the regulations in the countries where EUROTAB carries out its business;
- acting in accordance with the laws and regulations on competition.

Respect the Environment

EUROTAB is aware that its activity has an impact on the environment. EUROTAB is committed to:

- constantly assessing and reducing its environmental impact;
- developing products and processes that respect the environment;
- ensuring regulatory compliance of its products and its facilities.

Be Socially Responsible

EUROTAB is fully aware of its responsibilities and duties towards the communities in which it operates. Therefore EUROTAB wants to set an example in these communities and encourages its employees to be socially responsible and to participate in civic events. EUROTAB is committed to:

- contributing to the economic and social development of the territories where EUROTAB conducts business;
- encouraging others to be socially responsible;
- not working with companies that do not respect Social and Environmental rules.

The EUROTAB management undertakes to distribute and promote its Ethics Charter to all of the company's collaborators. The EUROTAB's Ethics Charter thus applies to everyone and as such everyone must be committed to applying these principles. The EUROTAB managers have responsibilities that go beyond mere compliance of its Ethical Charter. They lead by example, demonstrating at all times their adherence to the EUROTAB's Ethics Charter and by promoting EUROTAB's ethical rules. They must also be prepared to answer employee questions concerning EUROTAB's Ethics Charter.

Similarly, for its SHEQ policy EUROTAB's top managers undertake to review, once a year, the EUROTAB's Ethics Charter.