



# SOCIAL RESPONSIBILITY & ETHICS CHARTER



# CONTENTS

**01**

**FOREWORD**

**03**

**OUR COMMITMENTS**

Working conditions  
Fundamental human rights  
Business ethics  
Natural resources

**02**

**OUR GROUP  
VALUES**

**04**

**WARNING SYSTEM**

# 01

# FOREWORD

## Laurent DUPOIRON – CEO

*This Cofidur EMS Corporate Social Responsibility Charter embodies the values and standards of conduct that we are committed to respecting towards our employees, customers and partners. In the demanding context of EMS, ethics and corporate responsibility form the foundations of our conduct.*

*From the outset, Cofidur EMS has conducted its business with respect for the law and the interests of all, with the aim of satisfying our customers. Ethics and corporate responsibility are the guiding principles behind our day-to-day actions at all levels of the company.*

*Our development is based on strict adherence to our commitments and values, guaranteeing sustainable partnerships. Our commitment to human rights, ethics and environmental principles is an assurance of service that permeates the company's management approach.*

*The actions set out in this charter are essential to maintain our course towards shared success. Our commitments set out in this charter must act as driving forces and are essential to maintain our course towards shared success. Exemplary behaviour at all levels of the company contributes collectively to the sustainability, recognition and performance of Cofidur EMS.*

*The durability of our collaboration depends on adherence to its commitments to integrity and respect for our corporate culture.*



# 02

# OUR GROUP VALUES

The Cofidur EMS Group structures its management around 4 values which define its responsibility towards its employees, customers, partners and shareholders.



## COHESION

We are a Group, and we develop our identity through dialogue and sharing. The Cofidur EMS team is united and supportive.



## CONFIDENCE

Our skills and know-how enable us to develop our autonomy. Through our reliability and commitment, we create stable, trusting relationships with our customers.



## RESPECT

We are building our future through our discipline on the conformity of our products and through a fair and just consideration of the women and men who make up our company.



## REACTIVITY

We work hard every day to anticipate and adapt so that we can respond quickly and on time to our customers' requests. We create the conditions for versatility and agile organization to achieve this objective.

# 03

# OUR COMMITMENTS



# WORKING CONDITIONS





Cofidur EMS is committed to creating a motivating and humane working environment. For our group, good working conditions are essential for successful company cohesion.

The Cofidur EMS Group complies with all applicable laws and regulations, with particular emphasis on our commitment to :

- **Develop responsible social dialogue** with employees and their representatives.
- **Encouraging** the employment and integration of disabled workers.
- **Building a shared safety culture** by developing a common vision of risks, exemplary behaviour and safety practices.
- **Guarantee the right to form, join and organise trade unions of their choice** and to bargain collectively on their behalf with the Group, to freely elect their own representatives, ...
- **We** are committed to the well-being of our employees, paying particular attention to **their state of health** to ensure that everyone is able to carry out their duties to the best of their ability.
- **To support** all our employees throughout **their career path**, to encourage sustainable employment development and to help them achieve professional fulfilment by developing their skills within our structure, through professional opportunities and training.
- **o respect the privacy** of our employees, the personal information held by Cofidur EMS must be strictly limited to its intended use.

# FUNDAMENTAL HUMAN RIGHTS

Cofidur EMS does not tolerate any form of human rights violation.

COFIDUR EMS ensures that :

- Giving great importance to the principles of **equal opportunities and equal treatment**, and prohibiting all **discrimination** on the grounds of origin, gender, sexual orientation, age, political or religious opinions, trade union membership or disability.
- Ensuring a **safe and healthy working environment** for everyone, in compliance with the legal provisions in force.
- Promote **dignity at work in all its forms**, including the prohibition of child labour, and prohibit the use of modern slavery in all its forms, such as child labour and forced labour.
- **Combat all forms of harassment** by training harassment referents to combat sexist behaviour.

# BUSINESS ETHICS

COFIDUR EMS is committed to maintaining integrity and ethics in all its activities. These principles are at the heart of our corporate culture and guide every decision and action we take.

That's why we need to :

- **Helping** to ensure that the **information contained** in financial and non-financial documents is **always accurate**.
- **Avoid** any situation where the personal **interests** of our employees, or those of an associated natural or legal person, could **conflict** with those of the company.
- **Check** that we **work with customers or suppliers who are engaged in legitimate activities** and who do not originate from or serve criminal or fraudulent activities.
- **Encourage** all our stakeholders to take the necessary precautions against **money laundering**, by refusing cash transactions.
- It is imperative that gifts comply with local laws and avoid undue advantages. Employees must declare any receipt to their superior, authorising acceptance only if it clearly meets the conditions and is in the interests of the Group.
- **Ensuring compliance** with regulations **on minerals from conflict zones**.
- **Not to restrict** our employees' freedom to make personal investments as they see fit; however, **we must bear in mind the rules on "insider trading"**.
- **To proscribe** all forms of corrupt behaviour, whether active or passive, and to practice **fair trade** that complies with the legislation in force **to prevent corruption**, bribery and extortion.
- **Comply** with national and international regulations aimed at **combating anti-competitive practices**, in strict compliance with competition law.
- **Involve** all our employees in respecting the **strictest confidentiality** with regard to products and data transmitted, while guaranteeing the security of all confidential and/or personal data.

# NATURAL RESOURCES

Cofidur EMS is committed to contributing to a more responsible economy by helping to preserve natural resources.

COFIDUR EMS contributes to :

- Encourage the use of **environmentally-friendly materials**,
- Controlling our energy consumption.
- Take steps to improve **water management**.
- Limiting our impact to preserve **biodiversity**.
- Combating climate change by **reducing** its emissions of **pollutants into the air**.
- Ensuring compliance with national, **European and international environmental regulations** and deploying the appropriate management systems and performance measurement tools.

# 04

# DISPOSITIF D'ALERTE



If you observe any behaviour that is contrary to the values set out in this charter, please do not hesitate to contact our Corporate Responsibility and Ethics Officers at the following e-mail address :

**[alerte@cofidur.fr](mailto:alerte@cofidur.fr)**

You can choose to remain anonymous as a whistleblower, or disclose your identity, whichever you prefer. We guarantee the security and confidentiality of your reports. As soon as we receive your message, we will confirm that we have received it and will take the necessary measures, including disciplinary proceedings, legal action or action to improve the Group.



# COFIDUR EMS

ENGAGÉ POUR LE FUTUR