
ANTI-CORRUPTION CHARTER

CORRUPTION

Whatever the commercial or financial interests at stake, the OMERIN Group is committed to ensuring that its resources and assets are not used for purposes of corruption.

Any OMERIN Group employee who endeavours to make a third party enter into a contract with the company must not engage in acts of active or passive corruption.

All OMERIN Group employees shall not solicit or accept any benefits whatsoever from a third party in return for the performance of an act falling within or facilitated by their duties, or by misuse of their influence, whether real or supposed.

In case of use of intermediaries for negotiations with third parties, a contractual framework must be put in place stipulating:

- **type of service,**
- **desired objectives,**
- **level and terms of remuneration,**
- **unconditional commitment to abiding by this charter.**

The job contract can be signed only by persons authorised to commit the OMERIN Group.

In case of doubt on the actions to be taken, the employee must seek advice from line management or the Executive Committee.

GIFTS

All OMERIN Group employees shall neither accept nor solicit any gift, any favour or invitation as well as any other benefit either for themselves or anybody else, from persons or organisations with which the employee has (or had) business relations, which can influence the impartiality with which they perform their duties or constitute a reward in relation to their activities.

This also prohibits any cash gifts or gifts that can be exchanged for their cash value.

This does not prohibit everyday acts of courtesy or hospitality, or symbolic or very small gifts.

SANCTIONS

Any employee that is the target of attempted corruption by a third party must report this as quickly as possible to Management. No employee may face disciplinary measures, be dismissed or be the victim of discriminatory measures on grounds of having witnessed the actions defined in this charter.

Any employee who, in the performance of their duties, engages in actions in breach of this charter may face disciplinary sanctions as stipulated in the company rules.

A handwritten signature in blue ink, appearing to read "Pierre SANVOISIN".

Pierre SANVOISIN
CEO