

# Ethical charter.

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## Message from the CEO

Dear employees,

Our company operates in a complex environment, with many different types of risk. Safety in the workplace, food safety, control of mining risks and natural hazards have all been part and parcel of our salt business from the outset.

Social responsibility, respect for human rights and fair business dealings are the values that drive our business.

The purpose of this charter is to define the ethical principles that apply to our businesses and to all Group entities.

*Who does this charter concern?*

- All Salins Group employees
- All Salins Group entities
- Any individual or legal entity wishing to have dealings with the Salins Group

By adhering to this charter, each person undertakes to make every effort to respect and implement all the principles set out herein, in compliance with contractual provisions and applicable legislation.

It must be clear to everyone that I will neither authorize nor tolerate any behavior that might constitute a breach of the rules.

I ask you to comply with all the rules that will result from our program and, in particular, to familiarize yourself with this code of ethics and make it your own.

*Hubert François,  
Group President*

# 1.



## Human rights

### Non-discrimination

The Group is committed to applying a fair human resources policy that complies with the law and promotes equal opportunities. In particular, the company refrains from any discrimination based on criteria of skin color, gender, religion, sexual orientation, political orientation...

# 2.

## Child labor



The Group will not employ employees under the minimum legal age stipulated by local legislation or, in the absence of such legislation, by international conventions. Our suppliers also undertake to apply the rules relating to the elimination of child labor and the protection of children and minors, as defined by local legislation or, in their absence, by international conventions. In particular, they undertake not to employ any person under the minimum working age required by local legislation or, by default, by international conventions.

# 3.



## Health and security at work

The Group implements prevention, information and training initiatives in the field of health and safety at work. It ensures that its activities do not adversely affect the health and safety of its employees, subcontractors or contractors. It is proactive on health and safety issues and is committed to ensuring that all employees work in a safe, health-protecting environment.

As a consequence, everyone must :

- Comply with current health and safety regulations.
- Wear personal protective equipment on production sites.

# 4.

## Environmental responsibility



The Group is committed to preserving the environment by protecting nature, maintaining biodiversity and ecosystems, preventing the depletion of natural resources, and managing waste and toxic substances. It strives to prevent or minimize the consequences of its activity on the environment by taking every initiative to promote greater environmental responsibility.

Indeed, a salt works is a landscape designed and maintained by man for the production of sea salt, and salt farming creates ecological wealth. In this unique environment, salt farming ensures the preservation and conservation of wet coastal areas, remarkable for their flora and fauna.

The Group also respects these criteria in the production, design and use of its products, and is involved in the Environmental Product Declaration (EPD) experiment.

In this respect, everyone must :

- Help protect the environment.
- Minimize the negative impact they have on the environment.

*Refer to the company's CSR charter*

# 5.



## The rules of competition law

The Group conducts its business in accordance with the principles of honesty and fairness, and with applicable competition regulations. It prohibits contracts, agreements and concerted practices between several competing legal entities or individuals which have the object or effect of appreciably restricting competition.

Consequently, everyone must:

- Respect the principles of free competition.
- Refer to their superior, or to the Head of the Compliance Program or to the Group Council, any risk situations identified with regard to compliance with competition rules.

Refer to the [Competition Best Practices Manual](#).

# 6.

## Relations with third parties



### Customers and suppliers

Agreements with operators located at different levels of the production or commercial chain (known as "vertical agreements") are necessary and appropriate for the conduct of the Group's business activities.

These agreements are therefore in principle lawful, provided that their content does not restrict competition and certain rules are complied with.

All of the Group's partners must respect our ethical commitments, as their behavior may be associated with our own.

The choice of suppliers must be objective and independent of any relationship that could lead to a conflict of interest.

### Professional associations

The various companies in the SALINS Group are members of professional associations whose aim is to defend professional or sectoral interests.

As such, each member must :

- Ensure that only public information circulated to all members of the professional association is passed on at professional meetings. This information must be related to the purpose of the association.
- Not to take part in any professional meetings with competing companies without first obtaining a written agenda and checking the legality of the subjects on the agenda.

# 7.



## Gifts and hospitality offers

It's quite common for a business partner to offer a gift or a meal to help maintain a good relationship. However, some offers can lead to conflicts of interest.

If an offer is likely to influence your decisions, encourage you in the future to assign work to the person who gave it to you, or excuse the person in the event of performance problems, it should be refused.

To be potentially acceptable, a gift must at least meet the following criteria:

- Be of modest value,
- Be offered occasionally,
- Be offered for legitimate business purposes, e.g. to promote the company's products and services,
- Not inappropriately influence professional conduct,
- It must not be solicited,
- Not be cash or cash equivalents,
- Its public disclosure is not likely to have a negative impact on our reputation,
- Must comply with all company policies and those of the other party, as well as all applicable laws.

Employees must consult their superiors before accepting any offer.

Even if a gift is acceptable, if it seems inappropriate to a stranger, it is preferable to decline it.

# 8.

## Business trips

All travel must be justified on business grounds. Trips must also be approved by a line manager, and planned to avoid cancellations.

The least expensive means of transport and those with the lowest environmental impact are to be preferred.

Refer to SALINS Group travel policy

# 9.



## General Data Protection Regulation

The Group is keen to respect the protection of Personal Data and is committed to an RGPD (General Data Protection Regulation) approach. Employee data is treated confidentially. The Group is committed to respecting the privacy of its employees, personal information will be kept for as long as necessary for the purpose of processing and will be archived at the end of the employment contract, for the purposes of justification and control.

To this end, each employee must:

- Ensure that only the information required for the proper management of a file is recorded.
- Collect and process personal data only with explicit consent and for a specific, legitimate purpose.

Refer to Personal Data Protection Policy.

# 10.

## Confidentiality of business information



All Group data is confidential. Because of its importance and importance to the company, it may only be communicated to third parties duly authorized to receive it in the course of their duties.

Any work carried out by an employee in the course of his or her position becomes the intellectual property of the company, and may not be transferred or sold to third parties without the employee's prior consent, under penalty of prosecution.



# 11.

## Internal reporting procedure

According to the SAPIN II law, the SALINS Group has set up a whistle-blowing system, the aim of which is to report any information about a criminal or non-compliant incident that is detrimental to the general interest. It should be remembered that reporting must be disinterested and in good faith.

Our whistleblowing service enables problems to be reported early enough to reduce risks. It is an important tool for ensuring rigorous ethics within the company and for maintaining the trust of customers and the public.

Consequently, everyone must:

- Report any significant incident,
- Refer to this code when in doubt about an ethical situation.

Link for reporting : <https://report.whistleb.com/en/SALINS>

# 12.

## Anti-corruption code of conduct

The anti-corruption code of conduct describes and explains the criminal offences of "corruption" and "influence peddling", as well as their possible manifestations in the form of high-risk situations, potential sanctions and the whistle-blowing procedure available to you.

In the event of non-compliance with the Code in the performance of his or her duties, the employee is exposing himself or herself to the disciplinary sanctions provided for in the Internal Regulations, and is exposing the Group to financial and legal penalties.

*Refer to the Anti-corruption code of conduct*

Finally, teleworking does not call into question the definition of the subordinate relationship between employer and employee.

As such, everyone must:

- Respect work schedules, work assignments and subordination,
- Remain contactable during teleworking hours,
- Maintain a productive work environment,
- Use secure Internet access in accordance with Group rules.

## Contacts

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