

Code of Good Business Practice



EPC GROUPE

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To take into account the changing environment in which the Groupe operates, and particularly the introduction of a specific Anticorruption Code, the present Code of Good Business Practices that was implemented in 2016 and reviewed in 2024 now focuses on the Group's social, societal and environmental commitments.

Our message is that it is both possible and necessary to combine rigorous management with exemplary practices, safety with profitability, and growth with ethics.

This Code will continue to evolve, as it is updated and enhanced in the coming years.

I know that I can count on your commitment, day in and day out, to comply with the good practices set out in our Code.

Olivier OBST
Chairman and CEO



ONE CODE FOR ALL

The EPC Groupe Code of Good Business Practice aims, in compliance with applicable laws and regulations, to create a basic foundation of common rules in all countries where we operate, and for the benefit of all of our employees. Its objectives include:

- to guarantee each Groupe employee's basic rights in accordance with the principles set out in the core conventions of the International Labour Organization,
- to ensure compliance of the Groupe's operations, which is a necessary condition for operational safety and legal security of its activities, and also for the development and preservation of its brand image
- to act in an environmentally respectful manner.

These common basic rules guide the behaviour of all Groupe employees both within the Groupe and with respect to third-party individuals and entities that interact with the Groupe.

The Code of Good Business Practices applies:

- to each entity in the EPC Groupe,
- to all employees worldwide,
- for all its activities, both internal between Groupe members, or with third parties (subcontractors and suppliers,)

Further, EPC Groupe is desirous of working with partners that share its values. Effective implementation by its partners of the principles and rules set out in the Code of Good Business Practice is thus a major factor in the choice of business relations.



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1- Protecting the rights of our employees

EPC Groupe has defined six fundamental employee rights, inspired by the principles set out in the core conventions of the International Labour Organization. A reminder of these fundamental rights is provided below:

Prohibition of child labour

In no case does EPC Groupe accept the employment of children within the organisation or by its subcontractors and suppliers. It is therefore fundamental to comply with the minimum age limits applicable in all countries where the Groupe operates. In any event, the minimum age shall be no lower than provided under conventions 138 and 182 of the International Labour Organization, that is, 15 years, or 18 years for dangerous or particularly difficult work.

Prohibition of forced labour

In no case does EPC Groupe tolerate within the organisation or by its subcontractors and suppliers the use of forced labour, that is, workers employed under coercion, force or blackmail.

Health and safety

EPC Groupe places primary importance on safety and protecting the health of each of its employees. Therefore, the rules on safety and health in the workplace apply to all entities in the Groupe. They must be shared with suppliers and subcontractors active on the group's sites.

A specific procedure for travel provides for ex-ante assessment of risks. The list of prohibited countries is kept up-to-date.

Equal opportunity based on merit and skill

Decisions relating to recruitment, promotion, continued working, training, skills improvement and compensation must be based exclusively on the aptitudes, skills and experience required to perform the work.

Prohibition of discrimination and of sexual or moral harassment

EPC Groupe undertakes to provide and to maintain a working environment that protects the dignity of all.



No harassment or discriminatory practices are tolerated, whether regarding employees or suppliers, consultants, customers or other persons with whom the Group has a business relationship.

Freedom of association and right to collective bargaining

EPC Groupe recognizes and respects the right for all employees to establish or adhere to a trade union of their choice.

EPC Groupe also recognizes and respects, in accordance with all applicable laws and regulations, the right of its employees to be represented by their trade union(s) in collective bargaining negotiations.

Protection of personal data

EPC Groupe is committed to the protection personal data and to compliance with the provisions of the General Data Protection Regulation (GDPR) in force in Europe.

2- Respecting the environment

Le Groupe EPC has undertaken to put in place actions for the prevention of environmental risks. Each employee is encouraged to take these risks into account in his or her decisions, and to share any and all information that could contribute to preventing environmental risks.

Further, the Groupe is attentive to the environmental aspects of its activities and is engaged in a continuous improvement initiative which all employees are encouraged to join.

EPC Groupe policy is to meet or exceed the environmental standards required by law in each location.

Group employees are accordingly encouraged to evaluate proposals by suppliers and subcontractors from an environmental viewpoint. Whenever relevant, this evaluation must be taken into account in selecting suppliers and subcontractors to work with the group.

