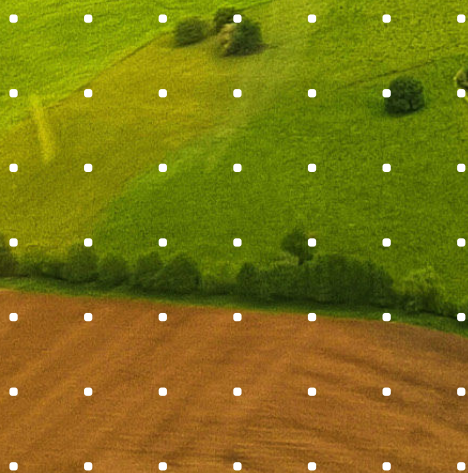


# Code of Conduct CSR



Faber committed to tomorrow





# 01 Our commitments



## | Putting our Stakeholders' interests First

*Committing ourselves to serving the best interests of our customers, suppliers, employees, the Company and the Environment is the foundation of our Ethics. By placing the needs and expectations of our strategic stakeholders at the heart of our concerns, we aim for satisfaction, loyalty and sustainability, thus creating lasting relationships built on trust.*



## | Fairness, Integrity, and Transparency

*We encourage and promote fair competition between our suppliers and partners. We ensure that our suppliers and partners are selected according to transparent and fair procedures. We reject any form of corruption, bribery or dishonest behaviour in our business activities.*



## | Open communication and collaboration

*We respect, value and encourage mutually beneficial efforts and a positive relationship between employer and employee. We support efforts that strengthen this relationship.*



## | Respect

*Respect is the foundation that upholds integrity and dignity within our company. It is expressed through consideration for differing opinions, constructive dialogue, and tolerance for diversity. We are also committed to complying with all current and future laws and regulations related to working conditions, health, safety, the environment, and any other applicable areas.*



## | Continuous improvement

*Continuous improvement is at the heart of our CSR Code of Conduct, symbolising our commitment to excellence and constant progress. We are committed to regularly assessing our practices, challenging them and seeking ways to do better for the benefit of the Company and of the environment.*



## | Confidentiality and Intellectual Property

*In our relationships with stakeholders, we are committed to protecting the confidentiality of the information and data entrusted to us, as well as the intellectual property rights of our employees, clients, suppliers, and partners.*

# 02 Our Requirements

## 2.1 Business Ethics

We expect our clients, suppliers, and partners to commit to complying with all applicable laws, regulations, and standards regarding business ethics.

### Fighting Corruption and the Abuse of Influence

Our goal is to establish a corporate culture with zero tolerance for corruption.

To this end, we require our employees, clients, suppliers, and partners to:

- Prohibit any form of corruption and abuse of influence
- Commit to implementing actions to prevent corruption risks
- Refrain from offering or accepting any form of value (cash, goods and services, gifts, travel, entertainment, hospitality, etc.) in order to obtain or grant an improper advantage
- Commit to ensuring that all transactions and services provided under the contract are properly documented and accounted for

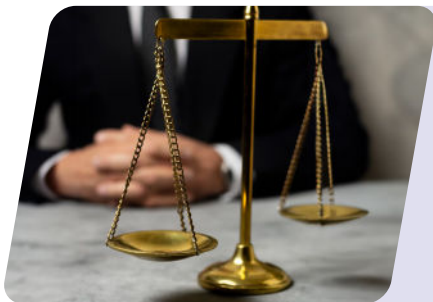


#### In practice

- Gifts and invitations must be made openly, transparently and with the knowledge of your manager (employee) or via the dedicated e-mail address ([alerte.faber@hellomoov.com](mailto:alerte.faber@hellomoov.com))
- Do not use your position within the company to gain any personal advantage.
- Refrain from giving or receiving gifts or invitations.
- Inform your supervisor of any gifts or entertainment you give or receive.
- Refuse any sum of money or any promise of money from a third party.

### Prevention and Management of Conflicts of Interest

We can all, at one time or another, find ourselves in a situation where our personal or financial interests may appear to be in conflict with Faber's interests. By being transparent, we can prevent this from becoming an ethical problem. It is essential that our employees, customers, suppliers and partners inform us of any potential conflict of interest.



#### In practice

- Immediately report to your superiors any personal relationship, or financial interest that could influence or give the impression of influencing your judgment or decisions, or alert us via the dedicated e-mail address ([alerte.faber@hellomoov.com](mailto:alerte.faber@hellomoov.com)).
- Ask for advice if you're not sure you understand what might be considered a conflict of interest.

### Prohibition of money laundering

We require our customers, suppliers and partners to refrain, as we do, from implementing or participating in any practice that constitutes the laundering of goods, income or capital, or that could be directly or indirectly linked to terrorist activities.

## Fair competition

Competition law aims to preserve free competition by prohibiting certain practices, such as market sharing, price fixing and abuse of dominant positions, which have the effect of disadvantaging consumers, suppliers and/or competitors.

We comply with competition regulations and expect our employees, customers, suppliers and partners to do the same.



### In practice

- Gather information about our competitors only by transparent and legal means.
- Inform your manager immediately if you find yourself inadvertently confidential information about our competitors.
- Inform our Management of any interactions with our competitors (including professional association meetings) or situations before taking any actions that could prevent a company from buying or selling to one of our competitors.

## Compliance with Counterfeiting Regulations

We refrain from any act of counterfeiting, and work with our purchasing department to prevent the use of dubious suppliers. We expect the same from our suppliers and partners.



### In practice

- We take care to identify and remove counterfeit parts and materials from the final product.
- We ask our suppliers to fight and prevent counterfeiting
- We ask our employees to respect laws and company policies, as well as the need to report any suspicious behavior or potential regulatory violations.

## Safe and Quality Products

We are committed to ensuring the safety and quality of our products at all times and in all locations. We ask our suppliers and partners to comply with these standards throughout their entire value chain.



### In practice

- Provide clear information about our products
- Ensure that our suppliers and subcontractors comply with our safety and quality standards
- Take action or raise concerns if we become aware of a product safety or quality issue

## Protection and security of personal data and GDPR

Our clients, suppliers, and partners must commit to complying with all laws and regulations regarding the protection and security of personal data. They must treat all information related to Faber, our products, our processes, and our employees as strictly confidential, and, without our written consent, they must not disclose any of our information or grant access to our data.

## 2.2 Respect for fundamental human rights

We want our customers, suppliers and partners to join us in respecting all internationally recognized laws, regulations and standards relating to human rights, fundamental freedoms, respect for the individual, health and safety, in particular the "Universal Declaration of Human Rights" and the "Declaration of the International Labour Organization" (ILO))

### Diversity, equal opportunity and respect for the individual



We treat all our employees with fairness, ethics, respect and dignity. We provide equal employment opportunities to all, without distinction based on age, gender, sexual orientation, disability, religion, marital status, country of origin, or any other factor. Promotions are made solely on the basis of professional qualities and results.

We encourage professional training for each of our employees throughout their careers to support their growth and professional development. We expect the same level of support from our clients, suppliers, and partners.

### Fighting harassment



We prohibit harassment, intimidation and victimisation of any kind. Every employee has the right to a positive, harmonious and professional working environment and must in return behave in a way that maintains such a working climate. The health and safety of everyone is essential to us.

If you witness or are a victim of any form of harassment, bullying or victimisation, please contact one of the Company's two harassment referrers (on our notice boards) or a management representative

### Use of drugs or alcohol in the workplace

We prohibit the use of drugs or alcohol in the workplace or while on work-related travel or assignments. It is also forbidden to come to work drunk or under the influence of drugs. The same applies to any visitor entering our site.

### Prohibition of Forced Labor and Child Labor



We do not tolerate illegal employment as defined by the following six offences: concealed work, bargaining, illegal loan of labour, employment of foreign employees without a work permit, irregular accumulation of jobs, fraud or false declaration.

We prohibit the use of child labour. We ask our customers, suppliers and service providers to ensure that they do not directly or indirectly employ people under the minimum working age required by the legislation in effect in their country.

### Respect of working conditions

We expect our customers, suppliers and partners to respect the working hours, health and well-being of their employees.

In all circumstances, working hours must not exceed the legal maximum. Employee compensation must be regular and comply with all applicable laws, industry agreements, and company policies, including the rights to collective bargaining and union freedom.

## 2.3 Respect for fundamental environmental rights

We are committed to protecting the environment and we want our stakeholders to commit to behaving responsibly alongside us.

Through our Responsible Purchasing charter, we require our suppliers and service providers to comply with the applicable environmental laws in all the countries in which they operate. They must ensure that their activity does not harm the environment, be attentive and limit their impact on the environment.

They must be vigilant and seek to improve, particularly in the following areas:

- Regulations concerning the use, prohibition or restriction of hazardous chemicals, substances and materials.
- Reducing consumption of resources, energy and water.
- Monitoring and reducing waste at source, and disposing of it in the most environmentally-friendly way possible (e.g. giving priority to re-use and recycling wherever possible, or to recovery rather than landfill).
- Measuring and reducing carbon emissions.
- Protection of natural environments, control of water, air, and soil emissions, and prevention of pollution
- Increased use of recycled raw materials in packaging and purchasing.



## 03 Whistleblowing mechanism



Faber promotes a culture of trust, based on ethics, transparency, and compliance, and encourages its suppliers and partners to share their concerns about situations or behaviors that may violate the principles outlined in this CSR Code of Conduct by using the dedicated email address:



**[alerte.faber@hellomoov.com](mailto:alerte.faber@hellomoov.com)**



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Faber: a committed, certified industry

