

Dear colleague, customer, supplier or partner,

The dynamics of trade and markets mean that companies operate in a constantly changing world, with multiple challenges, varied expectations and a wide diversity of cultures and values.

The obligations to which companies are subject, whether statutory or contractual, local or international, are constantly evolving towards ever more demanding standards.

Moreover, competition is becoming ever more intense in an increasingly restrictive environment. Many companies are now global, and their development depends on the adoption of demanding and rigorous rules of conduct in an arena where only the best will succeed.

At last, citizens in every region of the world have increasingly high expectations of these companies, whether local or international.

Consequently, there is no doubt in our minds that ethics and compliance with laws and regulations must be central to the concerns of any company that wants to grow sustainably.

Conscious of our visibility on the international scene, we are convinced, within Exail Group, that **our reputation is a precious asset that we must preserve and that ethics and compliance are key elements of our success and sustainable development.**

In accordance with our principles and values, we therefore undertake to implement the highest ethical standards and to comply without exception with all the laws and regulations to which we are subject.

As a company or employee of Exail Group, **ethics and compliance must always be at the heart of our behaviour, decisions and actions**, wherever, whenever and however they are taken.

As set out in our *Anticorruption Code of Conduct*, **we do not tolerate any form of corruption, whether active or passive, national or transnational, public or private.**

Just as our customers ask us to do, we expect similar commitments from all our suppliers and partners, who in turn must cascade the requirement to their own co-contractors. To this end, each of them, as a stakeholder in our development, is invited to adhere to our *Supplier and Partner Code of Conduct* and to undertake to act in accordance with its requirements.

We will personally ensure that all parts of Exail Group fulfil their commitments, maintain the highest standards of integrity and ensure that their business practices always fully comply with our principles and the laws and regulations applicable to them.

The Executive Board of Exail SAS