

Ethical Policy of ATEQ

The ATEQ Group is committed to uniting its employees around shared values related to fulfilment, health, safety, and society.

Our policy applies to ATEQ SAS and ATEQ France. It concerns all employees, directors, subcontractors, and business partners.

We are committed to combating all forms of discrimination, harassment, and corruption, and we promote equal opportunities. We are committed to upholding human and children's rights in our activities, business relationships, and products.

We are committed to implementing software for reporting and tracking professional alerts by 2026. We want 100% of the group's employees to have signed the ATEQ Ethics Charter.

We have divided the objectives into themes:

Fights against corruption:

We are committed to preventing bribery, conflicts of interest, fraud, and money laundering by implementing anti-corruption measures, acting with complete transparency, and condemning all illegal actions taken to gain an advantage.

To this end, we have set ourselves the goal of assessing corruption risks by 2025.
We also aim to train 100% of our employees on corruption by 2030.

Securing information:

We are committed to responsible management of confidential data.
We also want to conduct an IT security risk assessment for 100% of our production sites. Our goal is to obtain ISO 27001 certification by the end of 2026.

The CSR and IT departments are responsible for developing this policy and presenting annual targets for management review, as well as designing initiatives and tools to improve the company's performance. It must also determine the best practices and tools that the company can use to meet its commitments and achieve its objectives.

The CSR and IT departments regularly update this policy and will communicate any changes to interested parties. It is important that you take the time to understand the most recent version of this policy and contact a manager if you have any questions or comments.

At Clayes Sous Bois, May 12, 2025

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