

## SOCIAL RESPONSIBILITY

*"Listening to societal and environmental changes, we want to put everything into work to develop our activity with respect for people and the environment."*

### ✓ RESPECT FOR MANKIND

Whether it is our employees, suppliers or partners, each stakeholder must be able to exercise their activity with respect for human rights and in good working conditions.

We focus on prevention, safety, equality, non-discrimination and respect for the fundamental principles of the UN Global Compact:

- > freedom of association and effective recognition of the right to collective bargaining
- > elimination of all forms of forced and compulsory labor
- > effective abolition of child labor
- > elimination of discrimination in respect of employment and occupation

We are careful to select suppliers who respect these values. Our purchasing policy integrates stringent criteria in terms of ethics and sustainable development.

Our values, reaffirmed in 2019, put people at the center. Teamwork is one of the pillars of our corporate culture thanks to the conviviality that has always reigned at Tecofi. We develop our trust in each employee so that everyone can flourish in their missions.

### ✓ TRANSPARENCY AND LOCAL DEVELOPMENT

As a French company, we highlight French know-how and the human values we share. Our activity generates jobs locally and we are committed to investing in our region in order to promote jobs in industry, from training to employment.

We strive to be transparent with our investors, customers and partners.

### ✓ ETHICS AND THE FIGHT AGAINST CORRUPTION

Competition, conflicts of interest, corruption, influence peddling, etc. The Tecofi group respects commercial practices and regulations in all the countries where it operates. We are committed to sanctioning breaches of which we would be aware, independently of any criminal proceedings implemented in the reference country.

### ✓ SUSTAINABLE DEVELOPMENT

Tecofi is committed to the environment in order to preserve natural resources and improve the management of water resources (treatment, distribution, etc.).

As part of the ISO 14001 certification, our strategic vision is oriented towards quality and respect for the environment in order to ensure the development and sustainability of our company, both ethically and responsibly. An environmental management system has been put in place to manage the impact of our environmental activities.

*"We are committed to respecting all of these principles"*

Tecofi Management

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