

Policy of corporate social responsibility

Ethical charter of the Le Piston Français Group

1) Preamble:

- a. **The Le Piston Français Group is committed** to promoting an open and constructive social dialogue at Group level in order to **continuously improve and develop good working practices at all sites.**
- b. **It undertakes to ensure that the Group's growth is conducted in a manner that respects the rights** of its own employees and their representatives within the Group, as well as those of its suppliers and subcontractors.
- c. **It uses the recommendations of the International Forum on Business Ethical Conduct (IFBEC) for Aerospace and Defence Industry as a basis to define the themes developed in this policy, which constitutes corporate ethics.**
- d. **This policy describes** the principles and values applicable to the operation of the companies of the Le Piston Français Group: It specifies **the essential themes that must be supported in addition to compliance with the legislation** of the countries in which they are established (France, Morocco, Poland):
 - Labour law (minimum wages, working hours, legal age, trafficking in human beings, etc.)
 - Business and commercial law (prevention of corruption and illegal payments, fraud, insider trading and obstruction of competition, imports and exports, preservation of protected resources, responsible procurement, prevention of counterfeiting, etc.)
- e. **It is supplemented by the Responsible Purchasing Charter**, included in the general purchasing conditions (procedure P-011), **to which suppliers of the Le Piston Français Group must adhere** as soon as they agree to receive its orders.

2) Fundamental principles:

- a. The Le Piston Français Group is committed to fully respecting the International Labour Organization (ILO) Conventions cited in the ILO Declaration on Fundamental Principles and Rights at Work.
- b. The conventions concerned are as follows:
 - i. Convention (No. 87) on Freedom of Association and Protection of the Right to Organise
 - ii. Convention (No. 98) on the Right to Organise and Collective Bargaining
 - iii. Convention (No. 138) on Minimum Age
 - iv. Convention (No. 183) on Maternity Protection

- v. Convention (No. 100) on Equal Remuneration
 - vi. Convention (No. 111) on Discrimination (Employment and Occupation).
- c. As the Le Piston Français Group is an international group, it is committed to respecting the legislation and regulations of countries in which it operates and international standards.
- d. In the event of a conflict of standards, the Group ensures that it applies the most protective standard between human and trade union rights. Particular attention is paid to employees' working conditions, respect for individuals, non-discrimination, as well as health and safety.
- e. The Le Piston Français Group expects all its managers, business partners, suppliers and subcontractors to respect the aforementioned commitments.
- f. This Corporate Social Responsibility (CSR) policy applies to all Group sites, regardless of the country in which they are established.

3) Diversity, equal opportunities and non-discrimination.

- a. The Le Piston Français Group considers diversity to be a major asset.
- i. Everyone aspires to have their singularity recognised, to ensure their personal development and to achieve their full potential while assuming their difference. Our vision of society is shaped by our differences, i.e. by our origins, culture, religion, nationality, education and training, political and union opinions, sexual orientation, and diverse abilities.
 - ii. Differences in age and seniority encourage and facilitate the transmission of experience. The balance between men and women within the teams allows a more nuanced approach to individuals and situations.
 - iii. Any discrimination based on these differences would not only be contrary to the law, but would also be detrimental to the Group's development. It would prevent the strengthening of the social fabric and hinder cohesion.
- b. Combat all forms of discrimination
- i. The Le Piston Français Group aims to combat stereotypes that may lead to discriminatory behaviours through education, training and internal communication.
 - ii. To this end, the Le Piston Français Group undertakes to:
 - 1. Raise awareness and train recruiters to identify discriminatory practices and implement the means to prevent them.
 - 2. Maintain persons with disabilities or victims of a work accident in a position in line with their qualifications, taking into account the restrictions that may be related to their health problems.

4) Gender equality

The Le Piston Français Group undertakes to:

- i. Make workstations more adapted to the capacities and characteristics of each individual, in particular by improving their ergonomics
- ii. Combat stereotypes and change attitudes to provide women with a safer and more welcoming environment.
- iii. Offer to women career paths that are identical to those of men, as well as training to enable them to reach higher qualifications or even management positions.
- iv. Ensure the principle of equal pay for women and men for work of equal value.
- v. Jointly develop policies for the joint professional development of both men and women.

5) Personal development through skills and qualification

- a. The development of each employee as a factor for individual and collective success
 - i. Personal development is at the heart of the ambitions and policies of the Group. This is the most important factor for individual and collective success. Any individual, at all levels and in all functions, will have the possibility to mobilise and fully develop their capacities in order to accomplish his/her work.
 - ii. The Le Piston Français Group is committed to:
 1. Helping people work with others
 2. Developing a culture of mutual assistance
 3. Providing opportunities for the development and improvement of skills
 4. Delegating more responsibilities and tasks in order to promote a greater interest in the position concerned and promote a climate of trust, solidarity and social cohesion.
- b. Promote the professional development and adaptability of employees throughout their professional career.
 - i. The Le Piston Français Group encourages and recognises the importance of functional and geographical mobility for those who, voluntarily, would like to be a part of a professional development process. This mobility is organised on the basis of skills, performance and potential, excluding any distinction based on origin, gender, age or religion.
 - ii. The Le Piston Français Group intends to recognise and promote the ability of its employees to acquire and maintain skills and qualifications. To this end, the Le Piston Français Group units will strive to provide to their employees, from the moment they are hired and throughout their professional life, access to:
 1. Information on the evolution of their profession and organisation, as well as available jobs
 2. Continuous training to prepare them to new trades and new technologies

3. Skill development and potential for evolution, within a logic of progress and continuous training
 4. Individual responsibility development, so as to add value to the tasks assigned to employees of all ages and at all stages of their careers.
- iii. The Le Piston Français Group will provide them with all the adapted tools and provisions to achieve their tasks, whatever their category, with a particular focus on the least qualified employees.
 - iv. Training is a key factor for a successful and efficient management of everyone's skills. The Le Piston Français Group will therefore ensure that the training covers all professional fields.
 - v. With a particular regard to the youngest and oldest categories of employees, the Group is committed to:
 1. Being an attractive employer for young people by seeking to understand their needs and aspirations
 2. Promoting the role of older personnel in the transfer of knowledge and know-how to the younger generations.

6) Respect and recognition

- a. All members of personnel are entitled to be recognised as an individual, group or team member. All employees are entitled to recognition because of a particular effort, behaviour or result.
- b. Respect and recognition are crucial for working and succeeding together. They are essential in relationships between colleagues, but also, even more so, in hierarchical relationships.

7) Health, safety and working conditions

- a. The fundamentals:
 - i. The Le Piston Français Group considers that improving safety and working conditions is a fundamental aspect of industrial development that must be integrated into the Group's processes.
 - ii. This commitment is also reflected in the willingness to engage in dialogue with all stakeholders:
 1. Occupational health (doctor, psychologist, nurse)
 2. Employee representatives, members of representative bodies (typically the Comité social et économique (CSE - Economic and Social Committee) for French sites)
 3. Site HR managers
 - iii. The Le Piston Français Group guarantees health and safety to all employees. The objective of reducing occupational accidents and illnesses is a permanent objective.
 - iv. As a result, the Group applies the best organisational standards and uses the most appropriate means of protection in terms of health and safety. At a

minimum, it is necessary to ensure that legal and regulatory obligations are properly respected.

- v. The deployment of the Le Piston Français Group's prevention culture is based, among other things, on the "Quality of Life at Work - QLV" working group set up at each of the industrial sites.
- vi. This approach to prevention leads the Le Piston Français Group to regularly revise its Health and Safety policy and to measure its results using the appropriate indicators.

b. Health:

- i. The Le Piston Français Group is committed to protecting the physical and psychological health of all employees.
- ii. The Le Piston Français Group recognises the right to disconnect and the need for its employees to benefit from rest periods that are adapted to their activity in strict compliance with the legal provisions applicable locally and thus contributing to the proper balance between personal and professional life.
- iii. The Le Piston Français Group is more specifically involved in three prevention programmes:
 - 1. Prevention of psychosocial risks: The Le Piston Français Group is committed to the prevention of psychosocial risks, in general, including stress at work, in particular. But also by being vigilant in the detection of cases of stress, moral and sexual harassment and all forms of violence. All managers, as well as employee representatives involved in health, safety and working conditions, will have access to education and training programmes to detect and manage situations that generate psychosocial risks.
 - 2. Prevention of toxicological risks: The Le Piston Français Group strives to apply the best practices in force in terms of industrial hygiene and intends to control the use of hazardous substances necessary for its activities. All employees must be able to access comprehensive information on the hazardous materials. A prevention sheet will be available for consultation in each work zone.
 - 3. Ergonomics: The Le Piston Français Group is involved in occupational health prevention by helping to reduced occupational accidents related to handling and by limiting the occurrence of musculo-skeletal disorders and other occupational illnesses. In this way, it helps to ensure that all employees have access to permanent employment.

c. Safety

- i. The Le Piston Français Group has a proactive approach to reducing occupational accidents and, more generally, in terms of actions used to prevent occupational risks.
- ii. When taking up duties, particularly when hiring a new employee, instructions are given in order to carry out the requested tasks in complete safety. This

ensures that all employees, when taking up new duties or in the event of changes in working conditions, will receive initial training on the specific hazards related to their work and how to behave to safely carry out their mission.

- iii. The prevention approach highlights the elimination and isolation of hazards. However, since all hazards cannot be eliminated, employees must be provided with safety equipment adapted to their activity.

8) Sustainable development

Today, and more than ever, preserving the environment is an essential mission for all employees of the Le Piston Français Group.

This mission starts with the design of the products and concerns the entire industrial process, particularly in terms of the management of:

- a. Energy and natural resource consumption
- b. Chemical product consumption
- c. Revaluation and reprocessing of all types of waste.

9) Code of conduct

- a. Personal belief, political, militant and religious activities
 - i. The Le Piston Français Group respects the personal convictions of each individual and ensures that these convictions do not interfere with the proper operation of the company and that there is mutual respect between its employees.
 - ii. However, the company is not the place for militant, political or religious proselytism, which can only be exercised outside the workplace and working hours.
 - iii. Religious practices in the workplace are only permitted in accordance with and within the limits set by local legislation.
- b. Conflicts of interest

It is up to everyone to identify, prevent and report potential conflicts of interest between the responsibilities or mission entrusted to them and their personal interests, whatever their nature.
- c. Protection of personal data
 - i. The Le Piston Français Group ensures that personal data are kept within the limits of lawfulness of their use and protected from inappropriate consultation.
 - ii. Any breach of the protection of personal data or abuse of their use may be reported to the Data Protection Officer (DPO) so that a correction can be made as soon as possible. Alerts should be sent to dpo@groupe-lpf.com.
- d. Protection of whistleblowers

- i. The Le Piston Français Group ensures that its practices and those of its employees are in line with the CSR policy/ethical charter, and in particular, it grants them the right and legitimacy to raise questions or problems relating to non-compliance, without fear of reprisals, and by ensuring that any retaliatory measures are prevented, detected and corrected.