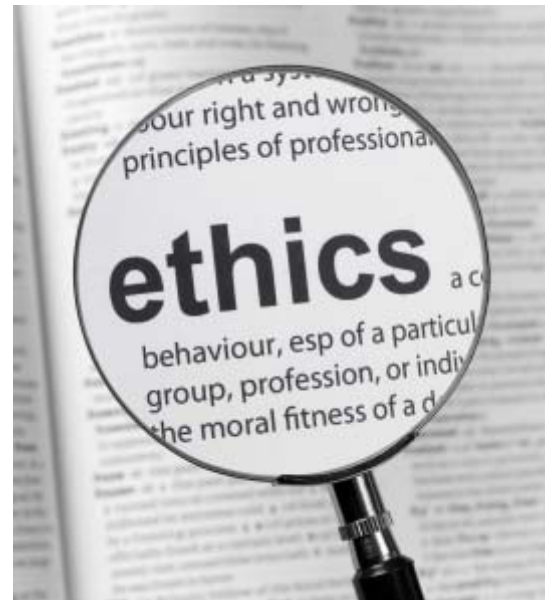


**TRESCAL  
ETHICS CHARTER  
&  
CODE OF CONDUCT**



Dear all,

As a global specialist in calibration and measurement services for the industry, TRESICAL is dedicated to **conducting our business in an ethical manner in compliance with laws and regulations** that govern the global management of our business. We recognize that our business operations are subject to the laws of many different countries.

The purpose of this Ethics Charter & Code of Conduct is to implement a structure and provide **guidance to our personnel about compliance with global anti-bribery laws**. We recognize that compliance with these anti-bribery laws is essential to protect TRESICAL and our personnel from legal and regulatory sanctions. In addition, our Ethics Charter & Code of Conduct are essential to **maintaining our strong reputation** and good standing in the global business community.

We are committed to ensuring that our suppliers and service providers:

- Are selected according to objective criteria
- Properly render legally permissible services
- Benefit from fairly negotiated contracts terms

We are committed to ensuring that our relationships with public bodies, civil servants and government officials:

- Are legal, independent and transparent
- Do not create any ambiguity in the way we conduct our business activities
- Act with loyalty and integrity towards the Group by avoiding conflicts of interest and insider trading.

We are committed to working only with competent partners that enjoy an excellent reputation:

- We ask them to commit to complying with our ethics charter & anti-bribery policy
- Decision-making responsibilities, contributions, gains and responsibilities are shared on a clear and equitable basis, so that our partnership operates in a fair and transparent manner.

We are committed to ensuring that:

- Our public statements and advertisements are truthful

- Effective policies are developed to prevent and respond to health and safety risks, both for our clients and for our employees
- Our transactions are fair and in full compliance with the law.

We are committed to:

- Managing business honestly and with a dedication to a job well done
- Ensure confidentiality of business information
- Using the resources available to us wisely and in a responsible manner
- Avoiding conflict of interest.

We are committed to:

- Contribute to a positive working team environment
- Adopt equality, diversity and inclusion as core value
- Ensure that all individuals who come into contact with Trescal, whether as employees, students or in other capacities, are treated with dignity and respect
- Ensuring that the opportunities Trescal provides for learning, personal development , new responsibilities, career opportunities and employment are made available on a non-discriminatory basis
- Provide a safe, supportive and welcoming environment for students, staff and visitors.

Understanding the global anti-bribery laws is not always easy. Please take the time to get familiar with the provisions of this Policy. If at any time you have questions about this Policy, the anti-bribery laws or permissible conduct related to this Policy or the anti-bribery laws, please contact the Ethics Committee of TRESICAL, which reports to the Chief Executive Officer, at [ethicscommittee@trescal.com](mailto:ethicscommittee@trescal.com) or [ethics.committee@trescal.com](mailto:ethics.committee@trescal.com) (*see schedule 1 for details*).

Regards,

**Olivier DELRIEU**

**CEO – GROUP TRESICAL**

## ETHICS CHARTER

*Trescal is committed to growing its business based on shared values and common principles that clearly assert its ethical standards and accountability for all its businesses.*

In particular, Trescal is accountable to:

- Its shareholders, with the objective of striving to ensure a good return on their investment and providing them complete and transparent information on a regular basis.
- Its customers, with the commitment to supplying high quality services in strict compliance with the state of the arts, the accepted safety and environmental standards.
- Its employees, with attention to their professional development and the promotion of health, safety, equality & diversity in the workplace.
- Its suppliers and partners, in accordance with clear contract terms and conditions. The Group expect them to comply with the principles and behaviours described in its Code of Conduct.
- The civil society. Trescal operates in compliance with local legislation and regulation. It is committed to protecting the environment and respecting local cultures.

### TRESCAL stands for:

- The principles of the 1948 Universal Declaration of Human Rights
- The principles of the International Labour Organization
- The OECD guidelines for Multinational Enterprises
- The Principles of the United Nation Global Compact.