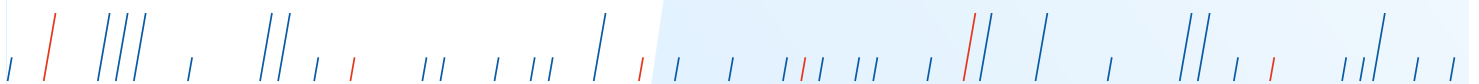




ETHICS CHARTER

Certified by the Ethics Committee

Public Document



ETHICS CHARTER

INTRODUCTION

Trescal is committed to growing its business in a sustainable manner, based on shared values and common principles that clearly reflect ethical standards and a commitment to undertake its activities with integrity.

Our mission at Trescal is to offer customers with calibration solutions that improve their performance.

In doing so , Trescal is committed to:

- > Its employees, by ensuring health & safety, equality & diversity in the workplace, mutual respect and professional development
- > Its customers, by providing them excellent service and performance in strict compliance with industry, environmental and safety standards
- > Its suppliers and partners, by operating sustainable and fair contracts in accordance with local regulations, protecting the environment and respecting local cultures
- > Its shareholders, with the objective of providing them with complete and accurate financial information in strict compliance with accounting principles

The Group expects each individual to comply with the principles and behaviours described in its Code of Conduct.

Trescal has built a reputation thanks to 50 years of exemplarity. Its reputation is based on strong Values and Ethical principles, requiring everyone's support in its common journey to embody these values and principles.

TRESCAL VALUES

- > Technical expertise
- > Commitment
- > Reliability
- > Excellence
- > Respect

TRESCAL PRINCIPLES

- > 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
- > The French Loi Sapin