



Code of Conduct and Ethics for the F2J Industry Group

The F2J Industry Group is dedicated to maintaining high ethical standards and professional conduct within its subsidiaries, ensuring adherence to defined rules. This code of conduct and ethics guides employees, managers, and partners in their daily decisions, promoting integrity, transparency, and respect in all relationships.

Our Core Values:

- **Integrity:** We act with honesty and ethics in all professional relationships.
- **Responsibility:** We take responsibility for our actions and their societal and environmental impacts.
- **Respect:** We treat all individuals with respect, valuing diversity and inclusion.
- **Excellence:** We strive for excellence in everything we do.

Conduct Commitments:

1. **Legal Compliance:**
 - Adhere to all local, national, and international laws.
 - Maintain honest and ethical business practices.
2. **Professional Integrity:**
 - Avoid conflicts of interest and report potential conflicts.
 - Reject inappropriate gifts or advantages influencing professional decisions.
3. **Respect and Inclusion:**
 - Foster an inclusive and respectful work environment.
 - Prohibit discrimination, harassment, and intimidation.
4. **Environmental Protection:**
 - Minimize environmental impacts responsibly.
 - Support sustainable development initiatives.
5. **Confidentiality and Data Protection:**
 - Protect confidential information and personal data of employees, clients, and partners.
 - Use information securely and appropriately.
6. **Quality and Safety:**
 - Uphold high quality standards in products and services.
 - Ensure safe and healthy working conditions.
7. **Social Commitment:**
 - Support local communities and engage in social responsibility initiatives.
 - Encourage employee volunteering and community engagement.

Reporting and Compliance:

- **Reporting Mechanisms:** Employees and partners are encouraged to report any violations confidentially. Mechanisms will be established in each subsidiary to protect whistleblowers.
- **Investigations and Sanctions:** All reports will be thoroughly investigated, with corrective and disciplinary actions taken as needed.
- **Training:** Regular training will ensure all employees understand and comply with the code.
- **Communication:** The code will be widely disseminated and accessible to all employees and partners.

The F2J Industry Group promotes a culture of integrity, respect, and responsibility. By adhering to this code, we maintain the trust of clients, partners, and communities while positively impacting society and the environment. This code will be regularly reviewed to ensure it aligns with best practices and regulatory developments.

Chairman: Jérôme Rubinstein
General Manager: Jean-Pierre Daniel

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