



01/010 - Rev A

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## ETHICAL CHARTER

### **Our values**

The aim of this Ethical Charter is to formalize the principles of VISION SYSTEMS Group in terms of business ethics. These principles are rooted in VISION SYSTEMS' culture, which is based on the shared values of respect, loyalty, commitment and transparency.

### **Guarantee of quality and compliance of our products**

VISION SYSTEMS Group ensures the respect of the legal, regulatory and standards requirements to provide products and services that are compliant with the specifications and expected performance of its customers. Products of VISION SYSTEMS Group are validated and certified according to the strictest standards on its market segments.

### **Fight against any form of corruption**

VISION SYSTEMS Group fights against any form of corruption or influence peddling and require its employees and go-betweens (services providers, agents, etc) to have an honest and transparent behavior under any circumstances. This implies in particular a strict respect of all applicable laws in any countries where the Group operates. VISION SYSTEMS Group has implemented all necessary internal processes regarding exceptional gifts and business lunches.

### **Respect of competition laws**

VISION SYSTEMS Group prohibits any illegal cartel, illicit arrangement with third parties or any unlawful agreement to distort a fair and effective competition. Competitive advantages of VISION SYSTEMS Group result from its own performances in terms of quality, innovation, competitive prices and transparency for its customers.

### **Conflicts of interest**

VISION SYSTEMS Group has implemented all necessary internal processes to ensure that its employees act or decide in the Group's interests, only. In respect with the duty of loyalty to VISION SYSTEMS Group, each employee shall inform its manager or the human resources department of any private situation that could be in conflict with the Group's interests.



### **Reliability of the financial accounts**

The financial accounts of VISION SYSTEMS Group, including the consolidated financial statements, are certified by an external auditor. The financial accounts of VISION SYSTEMS Group accurately reflect the whole activity of each of its subsidiaries. VISION SYSTEMS Group has also implemented all necessary cash flow processes to ensure the justified origin or use of any amount of money. A monthly review is held within each Business Unit to analyze any difference with respect to the past or budget.

### **Confidentiality of the information**

VISION SYSTEMS Group prohibits any unauthorized use or disclosure of confidential information, whether it is owned by one of the affiliates of the Group or by one of its contractors (future or current customers, suppliers, partners, etc). Each employee is bound by a duty of professional discretion, even after having left the Group. A non-disclosure agreement is signed for each new significant business relationship.

### **Respect of the labor laws**

VISION SYSTEMS Group:

- promotes social dialogue and engages its employees to express their views freely, in compliance with the Group's values;
- ensures that its employees are treated with respect and are not subject to moral or sexual harassment;
- implements all necessary means to ensure a suitable working environment and undertakes to constantly improve its performances in terms of quality, health and safety;
- strictly respects the laws related to the respect of the human rights, the abolition of the child labor, the prohibition of forced, compulsory or illicit labor and the prohibition of any form of discrimination.

### **Respect of the environment**

VISION SYSTEMS' contribution to the respect and consideration of environmental issues is part of its vocation and strategy as a corporate citizen. Each employee, whatever its position, is involved in the environmentally-friendly approach of the Group and is encouraged to make suggestions for improvement in this field.

VISION SYSTEMS Group commits to constantly reduce its impact on the environment.

### **UN Global Compact :**

As a responsible corporate citizen, VISION SYSTEMS is now signatory of the UN Global Compact and supports its Ten Principles relating to respect of the Human Rights and of the international labor standards, environmental protection and fight against any form of corruption.

