

Internal whistleblowing system

In order to fight against corruption, France adopted a law – referred to as “Sapin II” – on 9 December 2016 pertaining to transparency, fighting against corruption and modernising business life.

Corruption can take several forms under the guise of common business or social practises, such as invitations, gifts, sponsorships, donations, etc.

Therefore, in order for us to comply with the law, we are informing of the implementation of two measures within our group:

1. Adoption of an Anti-Corruption Code of Conduct
2. Setting up of an internal whistleblowing system

1) Through its Anti-Corruption Code of Conduct the company officially commits to prevent and fight against all acts of corruption. This commitment is made on behalf of the company, its managers, and all its employees.

Each person must comply with the rules of conduct set out in the Code.

Each employee must know this Code exists and read it.

It is available both on our intranet **PM Info Hub** and our website <https://www.preciamolen.com>

2) Through the internal whistleblowing system each employee can express their doubts and concerns in all confidentiality.

If an employee is confronted with a specific situation, they must be able to talk about it.

- **Why?**

Certain practices can harm the company and it is in our collective interest that we must prevent these.

- **On which subjects?**

Any concern expressed by an employee as regards the application or interpretation of the Code must be reported. This is not a question of denunciation but a call for each person to be responsible.

- **How?**

Talk about it:

- ☞ Directly to your line manager, your HR manager or a member of senior management,
- ☞ You can also express your concerns by contacting the Ethics and Compliance contact person through the dedicated address:
 - Referent.ethic@preciamolen.com
- ☞ Or contact the members of the Ethics and Compliance Committee directly:
 - Ethic-contact@preciamolen.com

The Ethics Committee is made up of Anne-Marie Escharavil, President, René Colombel, Chairman of the Director Board and Marie Branco, Human Resources Director. The Ethics Committee is required to observe the strictest confidentiality.

Any employee who revealed or reported, in good faith and in a disinterested manner, any acts they personally became aware of will be protected against any form of reprisal. These acts may be punishable by law. Conversely, authors of deliberately slanderous denunciations may be subject to sanctions.

In this way, each person will help establish a safe, productive, successful and serene work environment.

René COLOMBEL

Chairman of the Director Board

