

## ***SOCIAL AND ETHICAL CODE OF PRACTICE – DEVEAUX S.A.S.***

“DEVEAUX SAS herewith sets out the fundamental rights and values which are the core of its identity and guide its social and ethical policy. These values and rights underpin the cultural, social and economic cohesion which are essential for a sustained and shared growth over the long term.”

### **Application Scope**

- The current code of practice applies to DEVEAUX SAS. It concerns all employees of the company.

### **Fundamental Rights**

- DEVEAUX SAS subscribes to the universal values of respect for the individual, and of freedom, equality and solidarity as well as to the principles and fundamental rights as set out in the United Nations Declaration of Human Rights.

### **Social Rights**

- The company upholds French regulations concerning social legislation and the Textile Industry Collective Agreements. As regards social rights, it applies the universal values as stated above.
- Staff representatives are regularly and directly elected by the employees. Meetings are organized every two months at which social, economic and financial matters are discussed. The purpose of the Employees' Representatives Committee is to ensure that the collective views of the employees are heard and that their interests regarding decisions concerning management, financial and economic development, working conditions and production issues are taken into account. The Committee receives a budget based on a percentage of the total payroll which is used for cultural and social activities.
- DEVEAUX SAS believes that social rights are necessary for the company to operate successfully, and to continually improve individual and collective working conditions.
- DEVEAUX SAS is an Equal Opportunities organisation with no discrimination of any kind against age, gender, professional role, ethnicity or religion. All employees, applicants and internees are protected against discrimination inside the company. The Staff Representatives are empowered to action an alert procedure and report any infringement of an individual's rights or freedom.

### **Health and Safety at Work**

- DEVEAUX SAS acknowledges and reaffirms the importance of health and safety at work and strives to provide continuously a healthy, clean and safe environment as per the regulatory Good Manufacturing Practices. The company assesses and reports the performance according to its health and safety commitments. All company employees must adhere to the health and safety rules at all times
- The Health & Safety Committee (CHSCT) meets on a quarterly basis in the presence of a staff doctor, an inspector and a representative of the CARSAT, subject to their availability. The object of the Committee is to protect the health and safety of employees and to promote improvements in their working conditions. As a result, it is specifically consulted prior to any decisions regarding major changes to working and/or health and safety issues.

### **Wages and Working Hours**

- DEVEAUX SAS follows the rules relating to monthly payment, minimum wage, and other remuneration as set out in the company's Collective Agreements.

- DEVEAUX SAS is bound by a company's agreement relating to the reduction and organisation of working hours. The weekly schedule is 35 hours and the annual basis is 1607 hours. Overtime is restricted to the legal maximum level and is declared and paid for. The wage of each employee respects the statutory minimum.
- Adults below the age of 18 have specific protective rules. The working day does not exceed 8 hours.
- The daily rest is 12 consecutive hours. The effective working week is established at 35 hours and the weekly rest is 2 consecutive days.
- The company doesn't employ minors below 16 years of age.
- The company promotes gender equality in all aspects of work
- Working conditions comply with both French regulation and individual and collective agreements.

### **Privacy**

- DEVEAUX SAS is committed to protect all private information collected or held during the business activity and ensures a high level of data protection as required by law. Employees are requested to keep confidential all informations they may have. This includes, but is not limited to, informations stored in all computer systems operated at DEVEAUX SAS, as well as all software and passwords held by the relevant users.

### **Customers relationship**

- DEVEAUX SAS focuses on customers demands and supports a company culture which recognises and values the professional conduct of all employees.
- While working with customers, every person at DEVEAUX SAS is required to show honesty, openness and fairness and to take into account written agreements, where relevant, in order to avoid any misinterpretation.

### **Suppliers relationship**

- DEVEAUX SAS highly values its suppliers and tends to select the ones who share the same principles, by encouraging, whenever possible, long-term business partnerships based on loyalty, integrity, professionalism and mutual cooperation.
- The choice of suppliers and the determination of payment terms are based on a unbiased and objective evaluation by considering the quality, the price and the guarantees.
- While working with the suppliers, every person at DEVEAUX SAS is requested to show an honest, open and fair business approach and give priority, as much as possible, to written agreements in order to avoid any misinterpretation.

### **Infringement and penalties**

- Each member of DEVEAUX SAS must promptly report any violation of this code to their supervisor who should then directly report to the Board of Directors.
- The board shall investigate any known, suspected or observed violation, by listening to both the person reporting the violation and the one suspected of having acted against the code. Penalties will be proportionate to the seriousness of the violation. As a consequence, failure to comply with the Ethical and Social Code means failing to meet one's professional duties.

### **Adoption of the Code**

- This Code has been approved by the Employees Representatives.
- The Board of Directors ensures its application.