



# ETHICS CHARTER

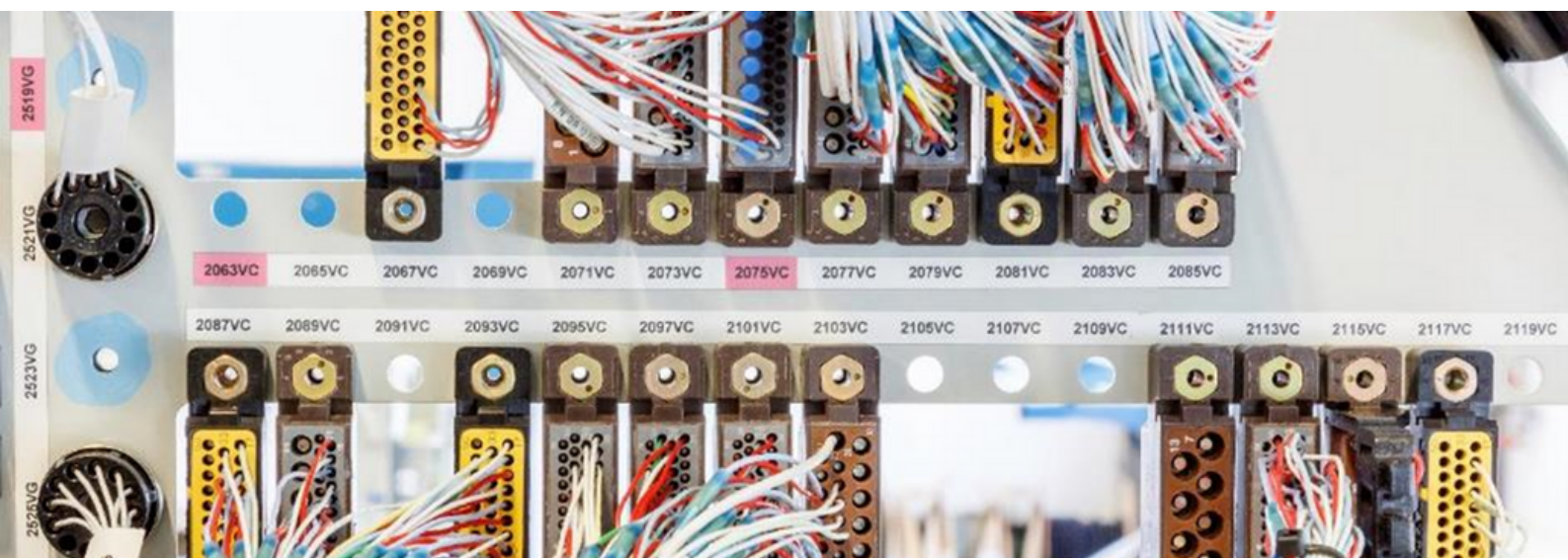
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**LATECOERE**

## FOREWORD

Each manager of the Latecoere Group is responsible for the proper dissemination, understanding and application of the Ethics Charter within his or her team.

More generally, this Ethics Charter is made public to all the Group's stakeholders, such as suppliers, subcontractors, partners, customers, shareholders, administrations, governments, local communities, etc., and represents the Latecoere Group to each of them.



# COMMITMENTS TO EMPLOYEES

The individual development of each employee is a necessary condition for the collective success of the Latecoere Group. To this end, the Group is particularly committed to the following principles:

**Respect for human rights:** the Latecoere Group is committed to respecting human rights conventions and pays particular attention to countries at risk to ensure that fundamental labor rights are respected.

**health and safety:** all employees are entitled to a working environment that ensures their health and safety, whether it be physical, mental or social. The Latecoere Group is committed to maintaining the highest level of well-being, in particular by developing a policy of prevention of negative effects on health and working conditions. Everyone must therefore respect the rules defined for hygiene, health and safety at work.

**Freedom of expression and opinion:** each employee has the freedom to take part, on a personal basis, in activities or organizations, particularly of a political or religious nature, as long as these are carried out outside working hours and do not involve any Latecoere Group property and it is clear that they do not represent the company. Also, the new modes of communication are changing the way we exchange with each other. In order to avoid any misunderstanding, the Latecoere Group has set up a Social Networks Charter made available to all employees : ***Internal Group > Corporate > Communication > Social Media Guidelines.***

**An equitable company:** the Latecoere Group relies on dialogue and openness in internal relations. Each employee has the right to form or join any trade union / organization of their choice.

**Equal treatment:** the Latecoere Group prohibits any discrimination on the grounds of origin, gender, sexual orientation, age, political or religious opinion, union membership or disability.

Taking into account the nationality of individuals must be strictly limited to the exceptions provided for by national legislation on the protection of national interests.

**Respect for the individual:** the Latecoere Group condemns all forms of harassment, intimidation or victimization, whether physical, psychological or sexual.

In their relations with their colleagues, their superiors and/or their subordinates, all Latecoere Group employees must ensure

- Respect for commitments made;
- A high level of transparency with regard to the information they hold;
- To his or her own safety conditions as well as those of his or her colleagues.

# COMMITMENTS TO STAKEHOLDERS

The Latecoere Group promotes long-term relationships with its customers, suppliers, subcontractors, distributors and more generally its partners (hereinafter referred to as stakeholders), based on trust and mutual respect.

## CUSTOMERS

The satisfaction of the Latecoere Group's customers must be the priority of all employees. This satisfaction implies :

- Listening attentively to their needs, allowing us to make clear, exhaustive and precise proposals;
- A permanent concern for the quality of the systems, equipment, products and services offered;
- Respect for commitments in terms of punctuality and product safety;
- An irreproachable follow-up and service of the systems, equipment, products and services provided.

The Latecoere Group practices fair trade and respects current legislation and practices. The Group absolutely refrains from any action that could characterize an act of public or private corruption and/or influence peddling.

The Latecoere Group also conducts its business in strict compliance with national and international regulations aimed at combating anti-competitive practices, as well as with applicable export/re-export rules and other restrictive measures and economic sanctions in force.

Latecoere Group employees must not grant benefits, gifts, receptions or travel to a client unless they comply with the Group's procedures in this area

Increased vigilance is exercised in the context of relations with public officials or politically exposed persons, particularly during the bidding phase and during the execution of contracts.

# COMMITMENTS TO SKATEHOLDERS

## SUPPLIERS, SUBCONTRACTORS AND PARTNERS

The Latecoere Group establishes relationships of mutual cooperation with its partners, based on reciprocal loyalty.

With regard to suppliers, this loyalty implies the respect of processes:

- The transparency of the selection rules and strategies implemented and, in particular, the fair treatment of companies when they are put out to competition;
- Verification of the integrity of suppliers, subcontractors and partners, as well as reasonable vigilance measures to identify risks and prevent serious violations of human rights and fundamental freedoms, personal health and safety and the environment;
- The commitment to apply the terms negotiated;

The application of these principles is all the more necessary as the Group's Purchasing policy is based on the development of effective and lasting relationships, guaranteeing the competitiveness of the Latecoere Group's solutions over the long term.

All Group employees, whether buyers or operational staff, have a duty of integrity. This implies the refusal of any personal advantage, gift or invitation that does not comply with Group procedures in this area.

Furthermore, an employee's personal interests may under no circumstances be taken into account in the choice of a partner or in any other decision concerning the employee. This may be a private, professional or financial interest of the Employee, or of a person close to him or her, that is likely to influence the impartial and objective performance of his or her professional duties. The Employee must report a potential conflict of interest situation to his/her line manager as soon as he/she identifies it. Management must be particularly vigilant when a situation of potential conflict of interest between a partner and an Employee is brought to its attention.

# COMMITMENTS TO SHAREHOLDERS AND FINANCIAL MARKET

## RESPECT FOR THE PRINCIPLES OF CORPORATE GOVERNANCE

Latecoere shareholders are entitled to reliable and exhaustive information in compliance with the rules applicable to listed companies.

The directors of the Latecoere Group are committed to ensuring the long-term viability of the Group and to defending the interests of the company and all its shareholders. They participate in the committees set up within the Board of Directors. They are provided with all necessary information.

Employee shareholders and employees are represented on the Board of Directors of Latecoere and, where applicable, on its committees.

## FINANCIAL MARKET

The Latecoere Group ensures that it provides the financial markets, by the appropriate means, with accurate, precise and sincere financial information in compliance with the applicable regulations

When carrying out transactions on the stock markets, Group employees must comply with the applicable laws and regulations. The dissemination of inaccurate information, the communication and use of privileged information and price manipulation are punishable by law.

It is the responsibility of all employees to ensure the confidentiality of any information qualified as privileged information that could influence the price of Latecoere shares, until it is published by authorized persons, in accordance with the deontological Code.

Under penalty of committing insider trading, an Employee holding privileged information concerning a listed company must in particular refrain from using this information to directly or indirectly carry out a transaction in the stock or financial instruments of the listed company to which this information relates.

# COMMITMENTS TO THE SOCIETY AS A WHOLE

## RESPECT FOR THE ENVIRONMENT

The Latecoere Group is committed to a voluntary approach to environmental protection and defends this principle in its activities.

The Group constantly identifies new environmental risks and takes the necessary measures to prevent or limit their effects.

The Latecoere Group has a continuous improvement program to ensure that the reduction of the environmental impact of its sites, its activities and its products is at the heart of its approach

The Group ensures compliance with national, European and international environmental regulations, and deploys the appropriate management systems and performance measurement tools.

Finally, the Group provides adequate information on the effects of its activity on the environment.

# ALERT SYSTEM

The Latecoere Group encourages a trustworthy environment where open and constructive dialogue is possible between all employees. The Group does not tolerate any reprisal or attempt at reprisal against a person who has made a report in good faith or who assists in investigations into alleged violations of the law, this Code or any of the documents to which it refers.

Individuals who wish to clarify an issue, seek advice or make a report may always contact their supervisor, the Human Resources Department, the Group Legal Department or use the Integrity Line platform available here.

All reports or questions remain confidential and are investigated quickly and thoroughly. Feedback on the results of the investigation is provided within the whistleblower legal and regulatory deadlines.

