

Ethical Charter

The INTEROR Ethical Charter aims to guide action, inspire choices and bring the ethical principles to life on a daily basis for every INTEROR employee, collaborator, supplier and partner.

It is based on shared values:

- ▶ **INTEGRITY – Act ethically:** We are committed to respect the principles of ethics, quality, honesty and to promote a work environment that respects human rights, labor rights, laws and regulations in force.

Each employee, collaborator, business partner must refrain from any behaviour that could lead him or another person or the company to an illegal or unfair practice.
- ▶ **RESPECT – Living with differences:** Recognizing and respecting the differences and needs of our employees, collaborators, business partners, suppliers and customers is for us the guarantee of constructive and transparent exchanges based on mutual trust.
- ▶ **SOCIAL RESPONSIBILITY – Solidarity:** Together we take full responsibility for our actions towards our employees, collaborators, partners, suppliers and customers for a sustainable respect of the environment.

This Ethical Charter is supported by the Company Values, an Internal Policy and a Quality Management System.

Calais, January 18th, 2024

The General Management



G. WAROQUEAUX