



## ETHICAL CHARTER

SILAB's development revolves around three fundamental founding values – Independence, Excellence and Quality – but also on values of humanism that individually apply to and commit every SILAB employee. The Ethical Charter is an integral part of the Corporate Social Responsibility Charter. It formalizes a set of non-exhaustive rules that all employees shall follow in all circumstances.

### Behavior outside the company

#### Regulatory framework

In all countries where the company operates, its employees shall comply with the laws and regulations in force. The company applies the principles of the International Labour Organization's Declaration of Human Rights relating to the protection of workers and child labor. Given the specific nature of its business, SILAB is compliant with conventions related to biodiversity in particular and the fundamental principles of a sustainable economy in general. It is also involved in establishing laws and regulations through its active participation in professional organizations.

#### Behavior towards clients and suppliers

The company is committed to fairness and transparency in relations with its clients in order to establish and maintain sustainable trust-based relationships. In particular, it provides reliable information as to the quality, safety and benefits of the products it develops and sells. SILAB chooses its suppliers based solely on objective criteria founded only on the company's interests. It also ensures that its employees' interests do not conflict with those of the company. Gift-giving between SILAB and its clients (or suppliers), regardless of the form, is accepted as part of good commercial practice, if and only if the value remains symbolic and there is full transparency with management.

#### Confidentiality of information

All staff members are required to not disclose the confidential professional information they have access to, whether to third parties or to people employed in the company not authorized to access such information. This same attitude applies to information provided by third parties.

#### Intellectual property

The company applies a policy for the protection of its research results and undertakes to comply with this same principle in its relations with its partners. Regarding the protection of biodiversity, it makes special efforts to respect traditional know-how.

#### Local and community life

SILAB is highly involved in local life and regional integration. All employees, unless participating in associations for professional reasons, shall be attentive to the risk of conflicts of interest.

### Behavior inside the company

#### Diversity

Internal operations shall comply with the general principle of non-discrimination, in terms of hiring, promotion and work relations. Moreover, the company ensures that everyone's right to privacy is respected and that personal information is protected.

#### Individual SILAB values

Everyone shall be committed to upholding, on a daily basis, the seven individual SILAB values, defined by a working group representative of all of the company's functions, which ensures that they are successful and function harmoniously:

- **Conviviality, quality of life at work:** fostering opportunities for exchanges and openness to others
- **Intellectual honesty, transparency:** acting with integrity and transparency, while respecting the ideas of others
- **Commitment, availability:** demonstrating flexibility and availability, on a constantly changing market
- **Respect for others and for the work environment:** collaborating with colleagues with respect and tolerance
- **Desire for progress:** acting with a positive mindset, taking initiative, acquiring new skills and sharing them with the community
- **Fairness:** being objective in all circumstances
- **Team spirit, solidarity:** having a collaborative operating mode at all times, promoting mutual support and the sharing of information.

This Charter applies to everyone's daily activities with the aim of protecting SILAB's image, reputation and integrity. It shall be brought to the knowledge of all employees, who are required to comply with it. It is everyone's duty, if there are doubts about what behavior to adopt, to contact their management without delay for help and support.

Saint-Viance, July 1<sup>st</sup> 2015

Jean PAUFIQUE  
Chairman

