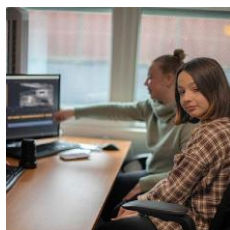


Code of Conduct



The President's preamble



I believe it is essential to introduce our Code of Conduct by recalling the purpose statement of ODIAL SOLUTIONS group and its subsidiaries:

Africa, the source of our commitments to the planet!

We will draw on our fifty years' experience in supplying water and energy as we continue to work with the populations in rural and isolated areas to tackle the major challenges they face. We aim to bring everyone a future where well-being and conservation of resources can coexist. Respect, adapt, innovate.

During these five decades of history, the women and men who have contributed to the development of our company have also been able to carve out a demanding professional ethic, which we all share. ODIAL SOLUTIONS Group condemns corruption, forced labour and human trafficking, discrimination, child labour, moral and sexual harassment. It ensures compliance with international sanctions, the protection of workers, the preservation of the environment, the rights of local communities and residents, the protection of freedom of expression and association, and the prevention of conflicts of interest.

Statements of intent are not enough. I therefore thank you for strictly adhering to our Code of Conduct in your daily actions. Through our individual actions, each and every one of us is a representative of the Group and the architect of its reputation.



Thierry BARBOTTE
Chairman

Our daily ethics

Compliance with international sanctions

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from participating in operations that could contravene an embargo, sectoral sanctions or asset freezes.

Fight against corruption

People acting on behalf of ODIAL SOLUTIONS Group must refrain from offering any advantage whatsoever to any person (in particular a representative of the public authorities) to perform or refrain from performing an act in his or her capacity, or to exert his or her influence with a view to obtaining an undue decision in favour of a Group company.

Fight against forced labour, human trafficking and child labour

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from participating in or contributing, directly or indirectly, to situations of forced labour.

In compliance with the provisions of the International Labour Organisation (ILO), ODIAL SOLUTIONS Group refrains from resorting, directly or indirectly, to child labour. In addition to the commitment to respect local legislation on the minimum age of access to employment, the Group prohibits the hiring of children under the age of 15 for any work, and the hiring of young people under the age of 18 for any type of deemed "dangerous" work.

Anti-discrimination

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from any discriminatory comments or practices based on origin, sex, family situation, pregnancy, physical appearance, surname, state of health, disability, sexual orientation, age, political opinions, trade union activities, membership of a particular ethnic group or religion.

Combating sexual exploitation, abuse and harassment

Any person acting on behalf of ODIAL SOLUTIONS Group undertakes not to engage in any sexual exploitation activity that seeks to abuse or attempt to abuse a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, benefiting financially, socially or politically from the sexual exploitation of another person.

ODIAL SOLUTIONS Group is committed to fighting against all forms of sexual harassment. Sexual harassment is the repeated imposition on a person of comments or behaviour with a sexual connotation, which undermines their dignity because of its degrading or humiliating nature, or creates an intimidating, hostile or offensive situation for them.

Combating moral harassment

ODIAL SOLUTIONS Group is committed to fighting against all forms of moral harassment. Moral harassment is defined as repeated acts with the purpose or effect of degrading working conditions likely to infringe on the rights and dignity of others, to alter their physical and mental health or to compromise their professional future.

Protection of workers

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from any behaviour likely to endanger the life and health of employees, suppliers, subcontractors, customers, users and neighbouring populations.

Preservation of the environment

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from behaviour contrary to the commitments made. The prohibited behaviours are in particular the degradation or destruction, voluntary or involuntary, gradual or accidental, of natural environments (air, soil, surface or underground water), natural resources and ecosystems.

Rights of local communities and residents

In compliance with local regulations and international standards, ODIAL SOLUTIONS Group is committed to respecting and promoting the rights of local communities and neighbouring populations that may be impacted by the conduct of its activities.

Protection of freedom of expression and association

Any person acting on behalf of ODIAL SOLUTIONS Group must refrain from any form of pressure, exactions and behaviour aimed at altering or hindering the expression of employees.

Prevention of conflicts of interest

All employees must refrain from taking part in decisions concerning ODIAL SOLUTIONS Group when a personal interest (family, financial, associative, political, etc.) is likely to interfere significantly with the independent and objective exercise of their duties and affect their ability to act in the Group's interests.

Our alert system

If you are **personally** aware of any behaviour that you believe may represent a breach of this Code of Conduct, or which otherwise concerns you, you should report it as soon as possible by contacting the ODIAL SOLUTIONS ethics referent:

Thierry BARBOTTE
6 rue Lavoisier, 45140 Ingré, France
Tel: +33 2 38 22 75 10
E-mail: alertes@odial-solutions.fr

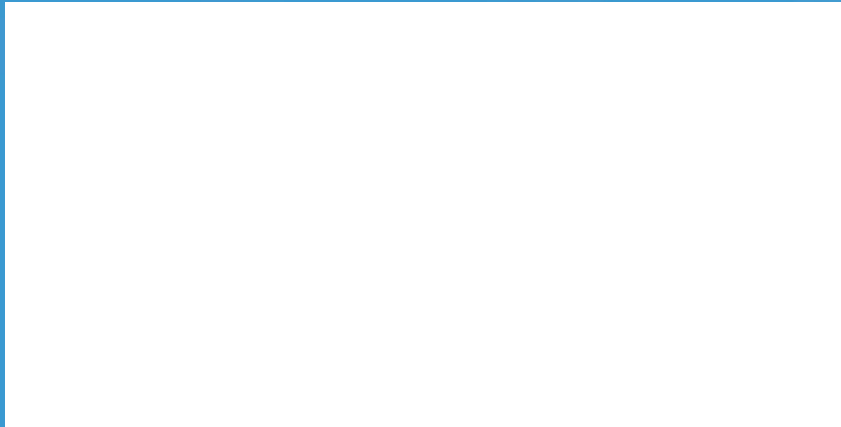
The alert may be aimed at the actions of a specific person (a legal entity or a natural person, regardless of their position or rank) or a situation within the company or in connection with its activity.

ODIAL SOLUTIONS Group ensures that alerts are treated confidentially, including in the event of communication to third parties where this is necessary for the purposes of verifying or processing the alert, and that their **bona fide and disinterested** authors are protected against any form of reprisal.

ODIAL SOLUTIONS Group takes all reports of possible misconduct very seriously. We will investigate and take appropriate action accordingly.

Consequences of violating the Code of Conduct

Any violation of this Code of Conduct by any employee may result in serious consequences, up to and including dismissal and possible referral to the judicial authorities.



6 rue Lavoisier - 45140 Ingré - France

T +33 (0)2 38 22 75 10 **M** contact@odial-solutions.fr



Suivez notre actualité sur :

