

Preamble

Servi Doryl is a company of the ALPMA group, specialized in manufacturing and distribution of cheese moulds and other products for cheese dairies around the world.

Servi Doryl promotes strong values of social responsibility, service, proximity to its customers, social dialogue, safety and development of its employees. It is constantly seeking to improve its products and services, to develop innovative solutions, always better adapted to the needs of its customers. It is committed to environmental protection and conducts its activities in an eco-responsible and sustainable manner.

In reference to these values, Servi Doryl has decided to set up a code of ethics, applicable to all the company's employees, as well as to its service providers, and in particular its agents, who represent Servi Doryl in France or abroad.

Servi Doryl expects its employees to act professionally in accordance with these ethical principles in all circumstances. Servi Doryl also expects its subcontractors, suppliers and agents to comply with the commitments of this charter.

1°. Respect for fundamental principles

Servi Doryl is a signatory of the United Nations Global Compact. It is committed to respecting the 10 principles of the Global Compact and to promoting them to its partners.

These principles are grouped according to 4 main themes:



Human rights



Labour



Environment



Anti-corruption

They are accessible in detail on the following internet link: <https://www.unglobalcompact.org/what-is-gc/mission/principles>, and in summary in the appendix to this charter.

2°. Business ethics

Servi Doryl is committed, in the conduct of its business, to:

- Respect the laws and regulations concerning its products and activities in all the countries in which it carries out a production, technical or commercial activity.
- Conduct its business according to the highest standards of honesty, integrity and fairness,
- Prohibit any activity that could be conducive to trafficking in persons, child labour or forced labour.
- Develop honest, clear, and long-term relationships with its customers, suppliers and partners.
- Respect health and safety rules for its employees and partners, and contribute to a safe working environment.
- Act responsibly in its markets by complying with existing laws and rules relating to competition law.
- Maintain the security and integrity of the company's assets and those entrusted to it,
- Ensure compliance with laws and regulations governing the right to privacy, and ensure the accuracy and security of private and professional data, in accordance with general data protection regulations.
- Require its staff to avoid any situation that could lead to their objectivity, independence or judgement being compromised, or appearing to be compromised to third parties, by a divergence between their personal interests and their duties.
- Respect professional secrecy and limit internal and external exchanges to the sole requirements of the service, in order to avoid any insider trading.

3°. Fight against corruption and influence peddling

Servi Doryl refuses to participate in any form of corruption or influence peddling, with public or private agents.

- Corruption means offering or granting something in order to obtain an undue advantage, or conversely agreeing to ask for or receive something in exchange for an undue advantage.
- Influence peddling means offering or giving something in order for a person to use his or her influence to obtain an undue advantage or, conversely, asking for or receiving something in order to influence a decision.

Servi Doryl has established rules for its employees to avoid risky situations and behaviours, the main ones being :

- Gifts made to customers and partners must remain at reasonable and symbolic values. These include, for example, souvenir or advertising gifts of low value issued by Servi Doryl, or small gifts at the end of the year whose value does not exceed a few dozen euros and never more than 100 euros.
- Invitations to the restaurant of clients or partners are encouraged in order to respect the rules of traditional hospitality and manners, and must be made in local traditional restaurants of a good standard, nothing more.

- Accepting restaurant invitations from suppliers must remain within the same framework and be reciprocal; for example, the supplier who visits Servi Doryl is invited by Servi Doryl, and he invites Servi Doryl's staff when they visit him.
- Employees are also prohibited from receiving any gifts or benefits from suppliers or partners that are outside the limits set out above, or from accepting any travel or accommodation paid for by the supplier.
- Year-end gifts received from suppliers and partners are drawn at random or shared among the company's employees.
- Servi Doryl is prohibited from making political contributions to candidates, parties, organizations or other political entities.

Generally speaking, any invitation, or gift offered or received must remain within the framework of the courteous business or professional relationship, and cannot, by its value or exceptional nature, induce any obligation whatsoever for the person receiving it.

Any employee who may be exposed to a risk of corruption, or who has questions on this subject, must take advice from his or her hierarchy, the administrative and financial department or senior management, and not remain alone in his or her decision-making.

4°. Reporting offences

Any employee who notices a breach or non-compliance with this charter is invited to report it to his or her superior or to the Human Resources Manager, who undertakes, at the employee's request, to keep the origin of the report confidential.

ANNEXE

Les 10 principes du Global Compact des Nations Unies (Avril 2020)

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

The Ten Principles

- **HUMAN RIGHTS**
 - Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
 - Principle 2 make sure that they are not complicit in human rights abuses.
- **LABOUR**
 - Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
 - Principle 4 the elimination of all forms of forced and compulsory labour;
 - Principle 5 the effective abolition of child labour; and
 - Principle 6 the elimination of discrimination in respect of employment and occupation.
- **ENVIRONMENT**
 - Principle 7 Businesses are asked to support a precautionary approach to environmental challenges;
 - Principle 8 undertake initiatives to promote greater environmental responsibility; and
 - Principle 9 encourage the development and diffusion of environmentally friendly technologies.
- **ANTI-CORRUPTION**
 - Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

