



**MOBILIS<sup>®</sup>**  
**CODE OF ETHICS**

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# PREFACE

MOBILIS® is above all a story of men and women who share common qualities and values. Since the creation of the group, MOBILIS® has relied on continuous innovation while respecting Social and Environmental ethics.

Our Code of Ethics describes the main principles that frame and guide our daily actions. This Code is a frame of reference that provides guidance on what is expected of each of us in our professional activities and when we interact with our employees, customers, shareholders and business partners.

It expresses our commitment to the respect of human rights, not only for all our employees but also for all those who work in our supply chains and contribute to our value creation. It also defines our commitment to the environment, which we are committed to protecting and minimizing our impact, and to civil society at large, in which we intend to play our role as a responsible and involved corporate citizen.

Placing ethics at the heart of our business conduct is a strong moral commitment and a principle of trust essential to the sustainable development of our activities. This culture of integrity is based on the adherence of our employees and partners to our values.

Benoît JEANNEAU  
President

Marc FERNANDEZ-LADO  
General Manager



## I. LABOR STANDARDS AND SUPPLIERS' SOCIAL RESPONSIBILITIES

As a member of AMFORI - BSCI, MOBILIS is committed to an active approach to monitoring and improving working conditions, social and environmental standards at our 14 industrial partners.

### 1. Minor's work

MOBILIS® is firmly opposed to the employment of children under the age of 15. The only exception to child labour must come from the International Labour Organisation. Our suppliers must put in place age verification systems when recruiting. The supplier must also accompany the worker even at the end of his contract. This will allow the worker to avoid falling into dangerous activities such as prostitution or drug trafficking.

### 2. Discrimination

We expect our suppliers to treat all workers equally and fairly. Our suppliers may not discriminate in any way - particularly with respect to wages, hiring, access to training, promotion, maternity protection and dismissal - on the basis of sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, union membership, nationality, gender identity or social origin.

### 3. Harassment

We expect our suppliers to treat their workers with respect and dignity. Our suppliers will not condone or engage in any form of physical punishment, physical, sexual, verbal or psychological harassment, or any other form of abuse.

### 4. Remuneration and working hours

Our suppliers must pay their employees a minimum wage in accordance with the legislation of the country concerned. Remuneration must be made on a recurring basis and without delay. Payments in «goods and services» are accepted as long as they are in accordance with the recommendations of the International Labour Organization.

The maximum number of hours for workers is 48 hours per week. However exceptions can be made, the number of hours can be exceeded if the International Labor Organization tolerates it. Overtime must be voluntary and paid.

## 5. Job protection

We ensure that our suppliers respect the safety and health of young workers. Under no circumstances should a young worker work at night. The supplier must ensure that the work they offer is not hazardous to health. The work must not be responsible for school absences or failure to follow a career path.

## 6. Precariousness of employment

The supplier must not impact these workers by creating insecurity and social and economic vulnerability. All work is in accordance with the legislation of the country and the International Labor Organization. The supplier must provide the worker with information on his rights, responsibilities, working conditions, working hours, remuneration and payment terms. Under no circumstances shall a supplier employ workers who do not comply with the law.

## 7. Forced labor

All forms of servitude, forced labor, trafficking, or involuntary labor must be banned. Workers must have the right to leave their jobs and freely terminate their contracts. No inhumane or degrading treatment, corporal punishment, mental or physical restraint and/or verbal abuse is accepted.

## 8. Freedom of association

Suppliers must respect the right of workers to form a union in a free and democratic manner. Employees who are members of a union shall not be discriminated against and their right to bargain collectively shall be respected.

## 9. Health and safety

Our suppliers are expected to provide their workers with a safe and healthy work environment to avoid accidents or injuries that may be caused by, associated with, or resulting from their work, including during the handling of equipment or while commuting.

## II. ENVIRONMENTAL MEASURES

All our activities have an impact on the environment, that is undeniable! Fighting against climate change is not a commercial posture... it's a duty!

MOBILIS® is the only accessory manufacturer to have 2 factories in France. Reducing our impact means above all producing as close as possible to our distribution sites and our end customers.

Manufacturing locally allows us to divide the CO<sup>2</sup> load of our products by 2 to 5, and it also brings great human values. We develop the skills and talents of our employees, we cultivate know-how and consolidate a whole ecosystem of partners and subcontractors.

### 1. Measurement of impacts

We want to measure the impact of our actions on the environment. We measure it whether it is direct or indirect from the process of purchasing raw materials to our products' end of life.

### 2. Reduction of the carbon footprint

- **Manufacturing**

The reduction of our footprint is done right from the manufacturing of the product. To optimize this reduction, we have chosen to focus on the following aspects:

- Production location
- Choice of raw materials
- Implementation of standards and regulations in our manufacturing facilities
- Optimizing our transportation
- Help with end-of-life management

- **MOBILIS' code of conduct**

We are all actors of sustainable development. That is why we also apply these principles in the daily life of the company through several actions.

For example:

- We encourage our employees to use soft mobility methods when commuting to and from home/work, by providing them with (free) electric bicycles.
- We are implementing a waste management system to maximize recycling, both at our head office and in our factories.
- Our head office was designed according to Low Consumption Building standards in order to limit its environmental footprint.

### III. FRENCH MANUFACTURING AND RESPONSIBLE PURCHASING

MOBILIS® is committed to a policy of responsible purchasing with 2 factories in France, Méreau (18) and Annecy (74), for which we favour :

- Collaboration with local Small and Medium Businesses, this allows us to reduce CO<sup>2</sup> emissions during the transport of goods and to give a dynamic of growth and innovation to the territory
- Working with Adapted Companies to support the work of people with disabilities.

### IV. WORKPLACE ETHICS AND BUSINESS CONDUCT

#### 1. Integrity

MOBILIS® employees must act with loyalty, integrity and a sense of responsibility. They must make every effort not to engage in fraudulent situations, must respect the ethical principles of MOBILIS® and must preserve the interests and image of the company.

#### 2. Workplace wellness

MOBILIS® is committed to a good work-life balance. We therefore do our utmost to achieve a favorable work climate. We have set up teleworking, relaxation areas, a gym...

#### 3. Respect

We owe our colleagues and collaborators respect and fairness, as well as the guarantee of a motivating work environment, respectful of the dignity and rights of all individuals, favoring their development and well-being. We intend to promote a human resources policy that contributes to the professionalism, motivation and development of each individual.

#### 4. Equality and equity

Against discrimination, we will mobilize for a culture of equality and equity. Candidates will benefit from the same opportunities and treatment. MOBILIS® is in favour of parity between men and women, regardless of the profession or hierarchical rank.

## 5. Corruption

We take great care to ensure that our partners comply with applicable laws. We do not condone any act related to corruption. We therefore ask our partners and employees to use all means in their possession to prevent and deter corruption.

In some countries, it is customary to offer gifts during a business relationship. These gifts or invitations are acceptable if their true purpose is courteous. They should be offered in a transparent manner and without the expectation of a return.

## 6. Money laundering

We are strongly opposed to money laundering. This act of concealing money or assets in transactions is not appropriate. The partner must prevent and sanction any lack of transparency.

## 7. Awareness rising

Our sales teams are trained to be as impartial as possible during a sales or decision-making process.

## 8. Conflict of interest

MOBILIS® employees must not place themselves in situations where their personal interests or those of their family or friends could diverge from the interests of the company, or could compromise their independent judgment, their professional integrity, or the image or reputation of the company.

The following situations may give rise to a conflict of interest and should be avoided, as they are contrary to the company's interests :

- Maintaining personal, financial or commercial interests and situations that could interfere with MOBILIS® actions and/or decision making.
- Maintaining an inappropriate working relationship with your supervisor or subordinate.
- Receiving gifts or invitations that may influence his/her judgment.
- Influencing the selection or choice of a provider to serve personal interests or those of relatives.

When an employee encounters a potential conflict of interest, he or she must immediately inform his or her direct or indirect supervisor or any other relevant authority or management.



## V. OUR VALUES



**SINCERITY &  
TRANSPARENCY**



**RESPECT  
ENVIRONMENTAL  
& SOCIAL ETHICS**



**CONSTANT  
INNOVATION**



**SHARING  
OUR VALUES**