

# Ethics Charter

## ARMOR Group

Created by the men and women who make up the company and by its corporate culture and vision, the ARMOR Group bases its activities on four fundamental values: Humanism, Commitment, Innovation and Customer Focus.

As an integral part of its historical heritage, these values represent the very soul of the company. They create a set of Group Ethics which all of us must apply in our daily professional activities and in our internal and external relationships.

This charter is an expression of ARMOR's desire to integrate ethical behaviour within an approach of mutual respect both inside and outside the Group, and is indispensable to the internal cohesiveness of the Group and to its long-term commitment to serve wider society.

It should serve as a guide for each and every one of us under the principle of individual responsibility, the precursor for collective responsibility.

This charter is built around five pillars:

- ✓ **Respect for People**
- ✓ **Respect for the Environment**
- ✓ **Respect for the Law**
- ✓ **Respect for the Company**
- ✓ **Respect for the Company's Stakeholders**

It applies to all ARMOR employees throughout the world. We must all comply with it and ensure that it becomes an integral part of our professional behaviour. The following list is not exhaustive but provides a point of reference for the development of the company.

**Hubert de BOISREDON**  
Chairman and CEO

# Ethics Charter

## ARMOR Group

### HUMANISM

### INNOVATION

### COMMITMENT

### CUSTOMER FOCUS

#### At ARMOR, we respect people and their diversity

We undertake to respect human rights in our employee relations, and in particular not to use child labour or any form of forced labour and to encourage freedom of association and representation.

We promote personal fulfilment by respecting freedom of expression and the private life of the individual, excluding any form of discrimination or harassment.

We ensure that each employee is able to develop in a working environment where occupational risks are fully controlled, including through individual responsibility for health and safety.

Within this context, every employee contributes to the commitments of the Group\* at their own level to ensure that these fundamental human rights are respected.

#### At ARMOR, we respect the environment

by integrating the environmental dimension right from the design stage of our products, and by reducing our impact on the environment through the management of activities at our various sites.

Every employee must ensure that their activities promote protection of the environment, notably by avoiding the waste of energy or natural resources in any form, and by limiting their impact in terms of greenhouse gas emissions and avoidable waste.

They also contribute within their own respective field to the introduction of processes and products that are both safe and environmentally friendly.

#### At ARMOR, we respect laws and regulations

by complying with the laws and regulations of the countries in which we operate and by refraining from any corrupt or unfair practices or from committing any act of insider dealing contrary to any laws, regulations, Group interests or the public good.

Each individual must ensure that his or her responsibilities are carried out in compliance with the law and with complete integrity.

#### At ARMOR, we respect the Group

by ensuring that its assets are protected, refraining from any action which could undermine the integrity of its current and future resources.

Consequently every employee, as a standard bearer for the Group's image and brands, must refrain from any action likely to tarnish its good name or its strategy, managers and products.

They must maintain the confidentiality of any information they come across within the context of their work for the Group, both internally and externally.

They must avoid any situation of conflict between the Group's and their own personal interests or those of their family. They must use the resources made available to them by the Group solely for professional purposes.

#### At ARMOR, we respect our stakeholders (consumers, customers, suppliers, local authorities...)

by guaranteeing the quality of our products and the transparency of our commitments in order to promote balanced relationships based on effective dialogue.

Regarding stakeholders, every employee must refrain from disclosing or exploiting any confidential information and ensure that they provide only accurate information.

They must furthermore ensure that stakeholders are made aware of the principles contained in this Code of Ethics.

For any questions relating to the application of this code, each employee may contact their line manager, site manager or the Human Resources Department.

There is also an e-mail address available for employees and other stakeholders: [service.ethics@armor-group.com](mailto:service.ethics@armor-group.com). All requests sent to this address will be analysed and dealt with by the Ethics Representative (Group Legal Manager) with all due confidentiality.

#### \* Group commitments:

- The ten principles of the UN Global Compact
- The European Responsible Care Charter by the UIC (Chemical Industries Association)