

Sustainable development charter and code of conduct

I OUR APPROACH TO SUSTAINABILITY IN SUPPLIER MANAGEMENT

We consider sustainable development to be an essential part of the processes and we therefore implement a responsible purchasing policy that we ask our suppliers to apply throughout their value chain.

This policy is directly inspired by the values of respect upheld by Icoms Detections which strengthen the actions of Icoms Detections in the search for customer satisfaction:

- Respect for the human person and his or her function,
- Compliance with laws, including competition laws,
- Respect for the environment,
- Respect for our partners, customers, suppliers and shareholders,

Icoms Detections therefore expects its suppliers to ensure that their activities comply with the applicable national laws as well as this Code of Conduct. In addition, we expect them to implement appropriate processes that strengthen compliance with applicable laws in their company and promote continuous improvement in order to meet the fundamental principles and requirements of this Code of Conduct for Icoms Detections suppliers.

2 RELATIONSHIP WITH EMPLOYEES

Icoms Detections expects its suppliers to respect the fundamental rights of workers as defined by the applicable national legislation. Icoms Detections also wants its suppliers to recognise the relevance of the core standards defined by the International Labour Organization (ILO), while taking into account the laws and legal forms in force in the different countries and in the different locations.

2.1 Elimination of all forms of forced or compulsory labour

The supplier undertakes not to use forced or compulsory labour as defined in ILO Fundamental Conventions 29 and 105: "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

The retention, as a condition of employment, of identity papers, passports, training certificates, work permits or any other identification document is prohibited, as is the obligation for workers to provide deposits or financial guarantees.

2.2 Elimination of all forms of illegal or undeclared work

The supplier undertakes to employ any person within a legal framework authorised in the worker's country of residence and in the country in which the worker carries out his or her activity, in particular by means of a written employment contract signed by the worker or a contract signed with any authorised personnel supply company. The supplier undertakes to ensure that all its employees are regularly declared to the official public bodies of the countries concerned and that all contributions and taxes allowing for a minimum social protection of employees are regularly paid. The supplier must refrain from using any foreign labour force that does not have a regular work permit.

2.3 Effective abolition of child labour

The supplier undertakes not to employ persons under the minimum age for work as defined in ILO Core Convention 138 and to prohibit the worst forms of child labour in accordance with ILO Fundamental Convention 182. If the country's regulations impose a minimum age higher than that defined in the ILO's Fundamental Convention, then this is the one that applies. In all cases, it is forbidden to entrust dangerous work to young people under 18 years of age, and night work will be strictly limited, taking into account, inter alia, educational needs.

2.4 Elimination of discrimination

The supplier undertakes to promote equal opportunities and treatment and to combat all forms of discrimination, in recruitment but also in the promotion, development, determination of remuneration elements, and the allocation of training programmes. No employee may be adversely affected because of gender, age, skin colour, ethnic origin, sexual orientation, disability, physical appearance, surname, religious beliefs or ideology.

2.5 Freedom of association

The supplier undertakes to respect the freedom of association and the right to organize and collective bargaining as defined in ILO Fundamental Conventions 87 and 98. Freedom of association means that workers and employers can form organizations of their own choosing, join such organizations and manage them without interference from the state or anyone else. All workers must be adequately protected against any act of discrimination that tends to infringe on freedom of association in matters of employment.

2.6 Remuneration and working hours

The supplier undertakes to comply with the applicable national legislation concerning working time. Every worker must have at least one day of rest per week, except in exceptional circumstances. All workers must be paid at least the legal minimum reference wage, national or local, and benefit from legal benefits. This remuneration must meet their basic needs and those of their family members who depend directly on them. The supplier undertakes not to make any deduction from remuneration for disciplinary reasons or for any other reason not provided for by the regulations in force and without the express agreement of the employee.

2.7 Elimination of harassment

The dignity, privacy and personal rights of every individual must be respected. The physical and moral integrity of employees must be preserved in all circumstances. Employees must not be subjected to corporal punishment, physical, sexual, psychological or verbal harassment, or abuse.

3 OCCUPATIONAL HEALTH AND SAFETY PROTECTION

Icoms Detections requires its suppliers to comply with the applicable national legislation relating to health and safety at work. Suppliers are also required to implement appropriate occupational safety management (e.g. according to OHSAS 18001 or any equivalent standard). This includes not only the control of actual and potential occupational safety risks, but also the training of employees to prevent accidents and occupational diseases as much as possible.

4 ENVIRONMENTAL PROTECTION

Icoms Detections requires its suppliers to comply with applicable national environmental laws, regulations and standards. In addition, suppliers are expected to establish and implement a reasonable environmental management system (e.g. according to ISO 14001 or any equivalent standard) to minimize environmental impacts and risks (pollution, consumption of energy and natural resources, liquid effluents, emissions into the atmosphere, nuisances, waste management and recycling, etc.) and to continuously improve environmental protection in the operation normal industrial process.

Finally, the supplier undertakes to comply with the prohibitions/restrictions of substances and materials that are particularly harmful to the environment imposed by the various regulations. The processes in place at the supplier must enable it to ensure regulatory monitoring in the field, to ensure that its products do not contain materials for restricted or prohibited use as well as to inform Icoms Detections without delay in the event of imposed or voluntary changes concerning the composition or manufacture of the products delivered that may involve such materials or substances.

5 BEHAVIOUR IN THE BUSINESS ENVIRONMENT

5.1 Fight against corruption

Icoms Detections expects its suppliers not to tolerate corruption and to ensure strict compliance with the United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) anti-corruption conventions in their companies as well as the anti-corruption laws in force in the countries where its suppliers operate. In particular, they must ensure that their employees, subcontractors or representatives do not demand, offer, promise or grant any benefit to employees of Icoms Detections, its customers or partners, or to third parties close to them for the purpose of obtaining a contract or other advantage in business relations.

5.2 Invitation & Gifts

Icoms Detections requires that its suppliers do not use invitations or gifts to influence decisions. Invitations and gifts made to Icoms Detections employees are only tolerated if they remain reasonable, i.e. of symbolic value and are in line with generally accepted commercial practices in the country concerned and more generally in the international trade environment. Similarly, suppliers should not ask for any inappropriate benefits from Icoms Detections employees.

5.3 Prevention of conflicts of interest

Icoms Detections expects its suppliers to make decisions related to their business activities with Icoms Detections based solely on facts and objective elements. Conflicts of interest in the private sector or in other economic activities or in various activities, including family members or other persons or bodies close to them, will be anticipated and avoided at all times.

5.4 Competition and Business Practices

Icoms Detections expects its suppliers to behave fairly and ethically in accordance with business ethics, in particular to comply with the laws relating to competition rules and commercial practices. Suppliers must not enter into agreements that are contrary to anti-competitive practices laws or take inappropriate advantage of their possible status as a dominant company in the market. In the course of their activities, suppliers must also ensure that they do not violate the confidentiality or intellectual property of Icoms Detections or third parties, nor damage their image or reputation in any way. Suppliers shall also refrain, for the duration of the business relationship with Icoms Detections and for a reasonable period of time from the termination thereof, from poaching or attempting to poach employees of Icoms Detections.

5.5 Anti-Money Laundering

Icoms Detections requires its suppliers to comply with legal obligations to prevent money laundering and to undertake not to participate in money laundering operations.

5.6 Preventing the Fuelling of Armed Conflict

The exploitation of gold, tin, tantalum and tungsten mines in Central Africa (DRC and adjacent countries) is a source of armed conflicts around the world.

In July 2010, the U.S. government called for a stronger fight against the exploitation of mineral resources to finance armed conflicts. The Dodd-Frank Act, Section 1502, obliges all companies listed in the United States to investigate and communicate the origin of strategic raw materials listed in their products.

Icoms Detections is concerned and supportive of this action and asks its suppliers to carry out this analysis in their supply chain.

6 FINANCIAL TRANSPARENCY AND GOVERNANCE

The supplier undertakes to ensure that its commercial activities are carried out at all times with the greatest financial transparency, in particular with regard to its national supervisory authorities, internal or external auditors and more generally, within the limits of confidentiality and business secrecy, with regard to Icoms Detections and the public. As such, the supplier will comply with all applicable legal obligations regarding the declaration of its activities, the publication of its accounts and the payment of taxes for which it may be liable. It will also endeavour, beyond any legal obligation, to constantly improve its means of identifying and controlling risks and internal control, and to communicate clear and reliable information on strategic orientations and management policies.

7 SUPPLIER RELATIONSHIPS

Icoms Detections expects its suppliers to communicate to their subcontractors and suppliers all the principles and requirements of this Code of Conduct and take them into account in their selection. Suppliers must encourage their subcontractors and suppliers to comply with standards relating to environmental protection, human rights, working conditions, the prevention of corruption and the promotion of business ethics as part of their contractual obligations.