

1. COMPLIANCE WITH LAWS AND REGULATIONS

SBF is committed to respecting laws and regulations in each country where it operates. Respect for the law is an essential value. It is the responsibility of all employees to be aware of and fully comply with applicable laws and regulations.

2. RESPECT FOR PEOPLE

The management of human resources, as well as the relations between employees, are based on the principles of trust and mutual respect, with the concern to treat everyone with dignity. SBF intends to apply a fair human resources policy in accordance with the law.

It prohibits any discrimination based in particular on sex, ethnic origin or religion, the exercise of a trade union mandate, political opinions, disability and age. The company guarantees its employees and stakeholders a working environment that excludes any discrimination. Any form of harassment is prohibited and punishable in accordance with the national laws. SBF intends to treat all its Employees with respect and fairness, to promote equal opportunities in all aspects of employment and to develop the skills of its employees.

3. PROFESSIONAL AWARENESS

Each SBF employee must carry out their missions with professional conscience and must comply with the various Company policies and directives, all internal procedures and requirements, in particular those relating to quality, safety, environment and energy. All of the company's missions must be characterized by loyalty, impartiality, objectivity and integrity. They must be documented in a fair, precise and transparent manner.

4. RELATIONS WITH CUSTOMERS, SUPPLIERS AND OTHER STAKEHOLDERS

SBF maintains relations with all its stakeholders under the sign of honesty and fairness, in accordance with its ethical principles listed in the preamble. Consequently, the company undertakes to honor its contractual commitments and to respect both the letter and the spirit of its agreements with all stakeholders. Employees must ensure that they act with professionalism, integrity and fairness in order to encourage clients to use the services of the company.

SBF strives to select its suppliers and service providers on the basis of criteria of quality, performance, cost and suitability for its needs. The company expects an equivalent commitment in terms of business ethics from its partners. It is the responsibility of each employee to select their partners on an objective basis, without favoritism or discrimination, by applying a rigorous selection and evaluation process.

5. CONFIDENTIALITY

SBF strives to ensure, within the company and in the execution of its contracts, confidentiality in the use of data, information, intellectual and industrial property rights and trade secrets related to its activities.

Each employee must:

- limit the disclosure of confidential information only to people with a legitimate need to know about it;

- keep in complete security, all confidential data relating to the activities of the company and stakeholders.

6. TRANSPARENCY OF ACCOUNTING AND FINANCIAL INFORMATION

SBF undertakes to provide accurate, transparent and regular information. The fairness of the accounts enables the company to base its decisions on exhaustive, precise and reliable information. SBF and its employees undertake to produce regular and fair accounts giving a true picture of the financial situation, the result of operations, transactions, assets and liabilities of the company. The establishment of these documents must comply with accounting principles with entries supported by appropriate documents issued by parties of good faith.

7. HEALTH AND SAFETY AT WORK

Ensuring a safe and healthy working environment for all employees in compliance with the legal provisions through the prevention of health risks, as well as staff training, is at the heart of the company's priorities.

SBF is committed to a voluntary and responsible approach to the prevention and protection of the safety of company employees and stakeholders.

The company has set up a management system aimed at preventing risks related to health and safety at work through reliable actions in regards to regulatory compliance, risk analysis at the workstation, training and awareness plans, equipment maintenance, operational control and technological risks as well as exercises relating to emergency scenarios.

8. ENVIRONMENTAL PROTECTION - SOCIAL RESPONSIBILITY

SBF is committed to preserving natural and energy resources by promoting recycling and preventing pollution risks throughout the life cycle of our projects. This necessarily implies compliance with the legal provisions in terms of environmental protection.

The company has implemented an environmental and energy management system aimed at preventing risks related to environmental aspects and improving the company's energy performance.

9. FAIR COMPETITION

SBF ensures compliance with competition rules so that it is fair and equitable. No action by the company should prevent, restrict or distort competition. SBF rejects all unfair competitive practices, in particular any practice concerning financial conditions, the distribution of services, contracts or customers. Not only any formal agreement but also any informal meeting having the effect or aiming at restricting free competition is prohibited.

10. FIGHT AGAINST CORRUPTION

SBF strives to fight against acts of corruption, influence peddling, illegal taking of interest, embezzlement of public funds, favoritism or any other breach of probity by applying national laws relating to the fight against corruption.

11. CONFLICTS OF INTEREST

There is a conflict of interest when an Employee is in a position to influence a company decision likely to confer a personal advantage for him or to favor a relative, in particular when he holds interests in a competitor, a supplier or a customer. Activities with the latter are only permitted after authorization from the CEO.

SBF's decisions are taken objectively, without any personal consideration.

SBF Employees must identify the risks of conflict of interest, disclose them to their hierarchical superior or to the Legal Department and act, in all circumstances, in the best interests of the company.

12. COMPANY MEMBERSHIP

The feeling of belonging in a company is a bond of affection that binds the employee and the company. This relationship is formed during the employee's professional career. It is built through sharing the same vision, the same values or the same objectives.

Pride in belonging is therefore a driver of professional commitment and a key element in retaining talent that SBF seeks to anchor in the hearts of its employees so that it is a guarantee of productivity, commitment and loyalty to the company.

