

Ethical Charter

Arbent, October 10th 2025

Respect for people is a fundamental value of MARMILLON.

Everyone must contribute to the company cohesion through the high-standard professional relationships, both hierarchical and functional, that means, sincere, loyal and respectful of all.

In this perspective, MARMILLON is committed:

Not to discriminate, for any reason whatsoever, in professional relationships and in particular not to discriminate on gender, age or ethnic social, cultural origins, sexual preferences, disability, political or religious opinions.

To insure working conditions with necessary measures to preserve the employee's health and safety by respecting the applicable laws.

To fight against corruption

MARMILLON SAS and its employees guarantee:

- Not to offer, promise or deliver, directly or indirectly, gifts, payments to a person for the purpose of benefits from an illegal transaction or other worth more than €50.
- Not soliciting, accepting or receiving, directly or indirectly, gifts, payments or other benefits from any person for unlawful transaction or other benefit worth more than €50.
- Any advantage, gift, payment exceeding the sum of €50 must be reported to the General Manager of the Marmillon company.

To report violations of the law.

The employees must inform the Management of the company as soon as possible of any suspicion of violations of the laws, policies and internal controls so that Top Management will take the necessary corrective action. Top Management is responsible for the analysis of breaches of the law, internal control policies and procedures, and for the actions to be taken.

This charter is applicable to all company levels and is shared to each employee.

CEO,
Thierry BAILLY

Deputy Managing Director,
Cyril HELIE-JOLY