



# REEL International Code of Ethics

**In order to convey the forces that drive us to our partners, customers, and suppliers, this document clarifies who we are, the values that shape and guide us, and, as a result, our day-to-day ethical commitment. This heritage draws on the past and the company's history and is heavily anchored in Group practices. A standing committee on Ethics and deontology was created in 2016. This committee is responsible for the evolution and interpretation of this Code of Ethics.**

## WHO WE ARE:

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- An independent, family-owned company with identified shareholders.
- A company that sells customized equipment and service solutions for highly technical installations at the heart of customer processes.
- A team that is international in both geographic location and customer base and which, as a result, deals with diversity and the richness of our differences.
- A multi-skills company (design, manufacturing, installation, maintenance, and dismantling) active across many industries (energy, aeronautics, aluminum, offshore, etc.) with strong technical consistency and know-how in its approach to development.



## THE VALUES THAT SHAPE AND GUIDE US:

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- A steadfast, prime concern for workplace **Health and Safety**.
- The pursuit of both financial and technical **Performance**, as well as the ongoing pursuit of **Customer Satisfaction**. Over time, through quality, attention to customer needs, service, responsiveness, technical innovation, and a pragmatic, flexible approach, REEL teams have built and consolidated company success on the basis of customer satisfaction and ensuing loyalty. The two contribute to the sustainability and the financial and strategic independence of the company.
- **Respect** for others, whether they are employees, customers, partners, suppliers, or competitors, is one of the company's firmest values. Respect for Group employees involves their professional fulfillment and career paths within the company. Respect for the environment is also a part of this overall approach.
- The day-to-day **Commitment** of the men and women who make up REEL. Their involvement, the responsibility they demonstrate, their honesty, and the loyalty that guides them help instill and uphold a true climate of trust, both within the company and in relation to partners and customers.
- Lastly, **the Passion** that drives the vast majority of Group employees is also a strong, engaging component, and thus a shared value. Passion for the technical aspects of work, for a job well done and the pride that stems from it, and for the pleasure of working in a healthy climate for a company that keeps human values at the forefront.

These values all contribute to what some people call “**the REEL Spirit**”, which also plays a significant role in the quality of the work we do and the reputation of our teams. Over the years, team spirit, solidarity, a spirit of sharing, and the ongoing intercultural exchanges associated with the professionalism of REEL employees have shaped this “REEL Spirit”, which is more easily recognized than defined.



## OUR DAY-TO-DAY ETHICAL COMMITMENT:

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### > REEL International undertakes to:

#### **1. Ensure Health and Safety**

Ensure the safety and protect the health of collaborators working for the Group, as well as the safety of its own installations and of the equipment it designs, manufactures, installs, and maintains for customers.

#### **2. Develop competences and talents**

Develop the competences of employees and deploy them in the best interests of the company and to the best of employees' abilities, for the benefit of their quality of life at work and professional fulfillment. Maintain open, constructive dialogue with employees and their representatives.

#### **3. Respect laws and regulations**

Respect the laws and regulations of countries in which the Group is present and in which its teams operate.

#### **4. Prevent and deal with injustice, discrimination and violence**

Prevent and deal with any situation of injustice, discrimination, physical or psychological violence, or constraint in the workplace.

#### **5. Respect and protect the environment**

Respect and protect the environment by managing risks and reducing the impact of our operations on people and nature.

#### **6. Exercise loyalty, honesty and integrity**

Exercise and promote loyalty, honesty, and integrity in business relations. Combat fraud, corruption, influence-peddling, and all forms of practices likely to harm others and/or to create disruption arising from discrepancies with the Group's values and ethical commitment. In doing so, follow the appropriate procedures, commensurate to our risk analysis, regarding our customers, suppliers, and providers to ensure these same values are shared.

#### **7. Protect and prevent disclosure of data and information**

Protect and prevent disclosure of data or information concerning the privacy of collaborators and business relations, as well as technical, economic, social, or financial data belonging to the company or its customers or partners.

#### **8. Organize an internal whistleblowing system and a clear disciplinary system**

for violations of rules set out in the Code of Conduct.

**The Executive Committee and Management of REEL International undertake to foster, honor, and ensure all employees honor the Group ethical commitments presented above.**



## **OUR VALUES AND ETHICAL COMMITMENTS ARE BASED ON FUNDAMENTAL TEXTS:**

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- **The Universal Declaration of Human Rights.**
- **The Declaration of the International Labour Organization guaranteeing the fundamental principles and rights at work. 1998.**
- **The Rio declarations of 1992 and of Rio + 20 of 2012 on the environment.**
- **Organization for Economic Cooperation and Development guidelines for multinational enterprises.**
- **The United Nations Convention against Corruption.**
- **The United Nations Guiding Principles on Business and Human Rights.**
- **The International Labour Organization fundamental conventions.**
- **The Convention on Combating Bribery of Foreign Public Officials in International Business.**