

ALERT PROCEDURE

The purpose of this procedure is to set out the terms and conditions for recording alerts in accordance with French law no. 2016-1691 of 9 December 2016 (known as the Sapin II Law) on transparency, anti-corruption and the modernisation of the economy.

Any natural person (hereinafter referred to as a “whistleblower”) who deems it necessary to report under the conditions defined under the Sapin II Law :

- a crime or offence;
- a serious threat or damage to the public interest,
- a serious and clear breach or an attempt of dissimulation of a said breach of an international commitment that has been lawfully ratified or approved by the French government;
- a serious and clear breach or an attempt of dissimulation of a said breach of a unilateral action by an international organisation taken on the basis of a lawfully-ratified international commitment;
- a serious and clear breach or an attempt of dissimulation of a said breach of a law or regulation;
- behaviour or a situation that is in violation of the Code of Ethics and Conduct;

may notify the Group Compliance Officer.

Any natural person who uses this procedure is granted protected whistleblower status as provided for in French law no. 2016-1691 of 9 December 2016 on transparency, anti-corruption and the modernisation of the economy.

This protected status only applies to whistleblower who has acted in good faith and based on information of which he has personal knowledge or he has obtained in the course of his professional activity.

Consequently, any improper use of this procedure may lead to disciplinary action and potentially prosecution, particularly if the user makes false allegations.

The contact details of the Group Compliance Officer are as follows:

- postal address : 123 quai de Jules Guesde, 94400 Vitry sur Seine
- email address : contact75c@deontologue.com