

# ANTI-CORRUPTION CHARTER

## // Preamble

The Pracartis Group is firmly committed to the fight against corruption in all its forms. We firmly believe in ethical, transparent and responsible business practices, which guarantee the integrity of our company, strengthen the trust of our stakeholders and contribute to the development of a fair business environment. The purpose of this anti-corruption charter is to define our fundamental principles, to explain the different forms of corruption and the acts that come close to them, and to present our anti-corruption code of conduct, which every member of our company undertakes to respect.

This charter applies to all companies in the PRACARTIS group, i.e. : PRACARTIS SAS, HAM FRANCE, PRECISE FRANCE, PRECXIS, PRACARTIS TECHNOLOGY, CARBILLY, CONCEPT DIAMANT, SOCIÉTÉ MÉCANIQUE DE LA GOHELLE, VPM AUTOMATION & PRACARTIS SWISS SA.



## 1. Definition of bribery and similar acts

### 1.1 Corruption

Corruption is the misuse of functions or powers conferred on an individual in order to obtain personal advantages or to favour third parties illegally. It can take different forms, such as active bribery (offering, promising or giving bribes) or passive bribery (accepting, soliciting or receiving bribes). Corruption can also include other reprehensible behaviour such as favouritism, embezzlement, fraud, influence peddling and money laundering.

### 1.2 Acts similar to corruption

In addition to bribery, our company also considers the following acts to be unacceptable :

- Conflict of interest : When a member of our company is involved in a situation in which his or her personal interests conflict with those of the company, he or she is required to disclose the situation and refrain from engaging in any of the following acts conflict with those of the company, they are required to disclose the situation and refrain from making decisions that could compromise the company's interests. decisions that could compromise the integrity of the Pracartis Group.
- Excessive gifts and entertainment : Gifts, invitations or entertainment offered or received in the course of business activities must be reasonable, consistent with normal business practice and must not unduly influence business decisions.
- Illegal political donations : The Pracartis Group undertakes to comply with all laws and regulations relating to political financing and does not tolerate any unlawful donations or payments to political parties, candidates or government officials. government officials.

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## **2. Anti-corruption code of conduct**

### **2.1 Commitment to integrity**

Every member of the Pracartis Group is expected to uphold the principles of integrity, honesty and transparency in all business dealings. We strongly condemn all forms of corruption and are committed to maintaining a working environment free from corrupt conduct.

### **2.2 Compliance with laws and regulations**

All members of the Pracartis Group must comply with the laws and regulations of the jurisdictions in which we operate. This includes national and international anti-bribery laws, as well as applicable codes of conduct and professional standards.

### **2.3 Awareness and training**

We are committed to regularly educating and training all our members on the dangers of bribery, anti-bribery laws, internal company policies and the consequences of breaching these rules. We also encourage Pracartis Group members to report any suspicious activity or suspected breaches of our Code of Conduct.

### **2.4 Transparency in transactions**

We are committed to maintaining accurate, complete and transparent records of all business transactions. We ensure that financial reports, contracts and other documents are recorded accurately and fairly, reflecting the nature of the transactions undertaken.

### **2.5 Due diligence procedures**

Before entering into business relationships with third parties, we may carry out due diligence procedures to ensure that our business partners also meet high standards of integrity and compliance with anti-bribery laws.

### **2.6 Open communication and reporting channels**

We encourage open and transparent communication within the Pracartis Group. We provide confidential reporting channels to enable members to report concerns, suspected violations or corrupt activities without fear of retaliation.

### **2.7 Consequences of violations**

Any proven breach of our Anti-Bribery Code of Conduct will be dealt with most severely. Appropriate disciplinary action, up to and including dismissal, will be taken against members of the company who breach our anti-bribery policies.

## **// Conclusion**

The Pracartis Group is firmly committed to maintaining high ethical and anti-corruption standards. We recognise that the fight against corruption is an ongoing process that requires the commitment of everyone in the company. By adhering to this Anti-Bribery Charter, we reaffirm our vision of a business environment of integrity, ethics and responsibility, where anti-bribery practices are firmly embedded in our corporate culture.

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