



ETHICS POLICY

ETHICAL CHARTER



THE PRESIDENT'S WORD



"The Group's growth and development are based on strong values of benevolence, ethics, commitment and professionalism.

REDEN's growth is also based on an active policy to Social and Environmental Responsibility that is at the heart of each of our actions to combine economic development and social responsibility.

Within the framework of this CSR policy and in perfect coherence with the Group's values, REDEN is committed to implementing an ethical and responsible policy.

Integrity, ethics, loyalty, respect for the individual, the fight against corruption are fundamental principles of the Group that must guide the behavior of each employee in carrying out their professional missions.

This Ethical Charter is not intended to replace national and international laws to which REDEN strictly complies. It aims to allow everyone to question the attitude to be adopted in certain situations that are very sensitive, which can be encountered in internal or external relations related to each person's activities.

Ethics is everyone's responsibility! Individually and collectively!"

*Thierry Carcel
Chief executive Officer*

THE REDEN ETHICAL COMMITMENT

As a responsible company, REDEN ensures compliance with the following legal regulations and ethical principles, which are at the heart of every action we take to implement a responsible vision of sustainable energy.

By adopting its CSR Charter and its Ethical Charter, the Group is in line with the Sustainable Development Goals (SDGs) set by the United Nations.

Therefore, through this Ethical Charter, REDEN is committed to acting with integrity in the conduct of its affairs and promoting human rights, in line with the values of the Group of Benevolence, Ethics, Commitment and Professionalism.

The REDEN Group sees integrity as a fundamental value of its culture and therefore of the Ethics policy that comes with it.

As such, REDEN is particularly committed to:

1) Complying with laws and regulations

Compliance with the Act is an inescapable value. The Group is committed to complying with the laws and regulations in each country in which it operates.

Thus, it is the responsibility of all employees to know and fully comply with applicable laws and regulations in their field of activity.

Similarly, employees should not interfere with an ongoing legal proceeding or police investigation that may involve the Group.

2) Fighting corruption, fraud, influence peddling and money laundering

REDEN prohibits any acts of corruption, influence peddling, illegal taking of interest, embezzlement of public funds, favouritism or any other breach of probity in the countries in which it operates.

3) Respecting human rights and people's rights

- by acting to promote gender equality, diversity and non-discrimination

Gender equality, diversity and non-discrimination are essential values for the group. As such, REDEN cannot tolerate discriminatory behaviour towards an employee, candidate, supplier or any third party, in particular because of their skin colour, ethnicity, gender, age, nationality, disability or sexual orientation.

- combating sexual or moral harassment

Any act of sexual or moral harassment is strictly prohibited.

- ensuring health and safety at work

REDEN is committed to ensuring good working conditions and promoting the development and well-being of everyone within the company. This includes ensuring a work environment that is adapted to the safety and health of employees.

- respecting privacy and personal data

The Group is committed to ensuring the privacy of its employees and partners and to collecting only the personal data necessary for the proper functioning of activities, or if required by law, and to keep them safe. In accordance with the applicable legal and regulatory provisions, everyone has the right to access, correct, portability and delete their data or to limit the processing.

4) Preventing conflict of interest situations

Each employee of the Group must, in all circumstances, act in the interests of the Group and its stakeholders, in accordance with the laws and regulations. Thus, everyone must avoid any situation of conflict of interest, that is, any situation in which his action as a collaborator of the group could be influenced, or appear to be influenced, by his personal interest or by the personal interest of one of his relatives.

5) Respect the competition

The Group attaches the utmost importance to compliance with the rules of competition and rejects any anti-competitive practices.

6) Managing confidentiality and communication with third parties

The Group is committed to ensuring that the information provided is accurate, complete, accurate and understandable and ensures that the confidentiality of information about the company, its customers, suppliers and employees is respected.

7) Protecting Intellectual property and assets

Employees have an obligation to protect the Group's physical and intangible assets and must ensure that the Group's intellectual property or others are respected and valued. No illegal use of professional equipment is allowed.

8) Taking action to protect the environment and to develop responsible purchasing approach

Regardless of where it operates, REDEN is committed to the energy transition and ensures compliance with all applicable environmental standards and laws and to act ethically, fairly and professionally in relations with all its partners.

THE SCOPE OF THE ETHICAL CHARTER:

The provisions of this Ethical Charter are included in the Group's Code of Conduct and good practice guides. They are imposed on all its employees, regardless of their function and place of work.

Each employee must be an actor in the prevention of the risks of ethical breaches within the Group. For this reason, this collaborator must be aware of this Charter and commit to complying with it during its activities and to complying with applicable laws and regulations.

We also expect our partners (subcontractors, providers, etc.) to meet these same commitments as part of the services carried out for the REDEN Group.

Ethics is everyone's responsibility, individually and collectively!

*For ethics and compliance information or advice:
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