

CHARTER OF RESPONSIBILITIES OF LPG® GROUP



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Word from the President

Thierry GÉE
President of the LPG® Group

As Chairman of the Group, it is my responsibility to ensure that we act responsibly, ethically and in accordance with our values.

It is therefore my privilege to introduce our Charter of Responsibilities, a unique document, which embodies our commitment to ethics and responsibility in all our activities. I consider this a crucial step in our journey towards excellence and sustainability.

Our world is changing rapidly and it is our duty to adapt and respond to the complex challenges we face. The Charter of Responsibilities that we adopt today is a constant reminder of our commitment to our stakeholders, our employees, our customers, our suppliers, our business partners and society as a whole.

It reflects our desire to make informed decisions and to respect the laws and regulations in force, in France but also everywhere in the world where we operate.

By adopting this charter, we commit to respecting human rights, promoting diversity and inclusion, ensuring fair and safe working conditions, as well as minimizing our impact on the environment.

This charter also establishes the principles of transparency and integrity which must guide our relations with our stakeholders. We are committed to maintaining fair business practices at all levels of our organization, preventing all forms of corruption and promoting healthy competition in the marketplace. Additionally, we encourage open communication, the exchange of ideas and mutual respect within our company.

I would like to emphasize that this charter is not only a declaration of good intentions, but a practical guide for all our employees. It sets high standards to which we must all adhere and clear guidelines to guide our daily decisions. By adopting this charter of responsibilities, we strengthen our commitment to our values and our long-term vision. We are becoming a company that not only seeks financial success, but also aspires to be a responsible, sustainable and ethical player.

I invite you all to take the time to read this charter carefully, to understand it and to apply it in your daily activities. Together, we can ensure that our company is an example of responsibility and integrity.

Thank you for your attention and commitment to our shared vision.

Thierry Gée



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INTRODUCTION

The LPG® Group is committed to ethical conduct, in accordance with the Declaration universal protection of human rights in all its operations

This document sets out the ethical and legal Principles of Responsibility which should guide us in our work

They do not cover all ethical situations. They serve as guiding principles in case of doubt or uncertainty about the attitude to adopt

They can be adapted or supplemented at the local level in order to take into account the legal and cultural environment, provided that these do not lead to a departure from the laws and the Principles of Responsibility established

These principles are aimed at all employees of the LPG® group

TOWARDS HIS COLLEAGUES

Define, update and enforce its human resources policies across all its entities.

- > Promote for all its employees, on the basis of their skills, equal opportunities in terms of recruitment and employment, mobility, training, remuneration and health at work (without discrimination based on race, color, age, gender, origin, sexual orientation, disability, union, political or religious opinion).
- > Ensure salaries are decent and comply with local regulations
- > Promote consultation with staff representative bodies according to the legislation and practices applicable in the different countries.
- > Ensure the quality and safety of working conditions and work on improving the Quality of Life and Working Conditions (QVCT) through a health and safety management system aimed at ensuring compliance with local regulations and to actively reduce workplace accidents across all of its activities.
- > Ensure that in all countries where LPG® is established, its employees benefit, as far as possible, from work accident, illness and disability coverage.



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- > Support the development of their skills and employability.
- > Involve employees in the life of the company by informing them in particular about its strategy and objectives.
- > Maintain the confidentiality of personal information about employees and limit its use in accordance with applicable laws.

Employees undertake to implement these principles:

- > Respect the principles of equal treatment and respect for the individual in their relationships with their subordinates, colleagues and line managers, as well as with customers and suppliers.
- > They owe the LPG® Group total loyalty. It is therefore prohibited, without the agreement of the LPG® Group, to assist or work for a competitor. In addition, they must refrain from having external commitments likely to affect the availability they owe to the LPG® Group.
- > They must not accept any remuneration from any organization or company that has a business relationship or conflict with the LPG® Group. Without prior agreement from their superior, they cannot influence decision-making regarding relations between the LPG® Group and a company employing a member of their family. Expenses incurred by an employee and for which he requests reimbursement must have been incurred within the framework of his activities within the LPG® group and in accordance with existing procedures. (Cf. LPG® group anti-corruption charter)
- > They represent the LPG group and their entities. They therefore undertake to protect its image and notoriety. They also refrain from making commitments or public positions that are unconsidered in relation to their position in the company, and must not commit the LPG® group to their personal convictions.



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TOWARDS ECONOMIC PARTNERS

With its customers, the LPG® group is committed to:

- > Do everything possible to increase your performance with them.
- > Anticipate and take into account their expectations.
- > Conduct yourself with integrity and respect in all business relationships.
- > Ensure compliance with its commitments in terms of respect for the quality and effectiveness of its products, delivery times and safety of use.
- > Improve its products, services and technologies to support its customers and increase their satisfaction.
- > Respect the principles of free competition of an open economy.

LPG® Group employees are committed to becoming partners in the performance of their customers:

- > They contribute to meeting the LPG® group's commitments to its customers.
- > They refrain from granting, directly or indirectly, to any public official or to any employee of LPG® group clients any undue advantage, pecuniary or otherwise, in order to influence their decisions. (see LPG® Group Anti-Corruption Charter)
- > They refrain from giving or receiving gifts, meals, trips or receptions otherwise only in strict compliance with the policy defined by management and within compatible limits, with commonly accepted practices. They refrain from abnormally influencing relations between the LPG® group and its customers. (Cf. LPG® Group Anti-Corruption Charter)
- > They refrain from entering into any agreement or arrangement with competitors aimed at undermining free competition.
- > They comply with the competition rules applicable in the countries in which they operate.
- > They apply the directives issued by the legal department of the LPG® Group and must contact the latter in the event of questions or difficulties.

**The LPG® Group's suppliers are committed alongside the LPG® Group to ensure customer satisfaction:
By developing flexible, agile and ethical operating methods and practices enabling:**

- > Guarantee the safety, conformity, quality and performance of products
- > Constantly adapt to the needs of customers and all stakeholders
- > To respect the environment,
- > Optimize the profitability of our suppliers, LPG® and our customers.



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With its suppliers, the LPG® Group strives to:

- > Behave with integrity and establish fair contractual relationships.
- > Promote among them the commitments contained in the “Global Compact” which concerns human rights, labor and environmental rights, and the fight against corruption.
- > Prioritize qualifying suppliers who choose social, societal and environmental responsibility.
- > The LPG® Group authorizes itself to take all necessary steps to verify compliance with the laws and regulations in force and the voluntary commitments signed by suppliers.
(see supplier ethics charter)

LPG Group employees are committed to implementing these principles of integrity and fairness:

- > By respecting LPG® Group procedures.
- > They have a duty of integrity in their relations with suppliers. They must only be guided by the desire to reach an agreement consistent with the interests of the LPG® Group.
- > Their direct or indirect personal interests cannot under any circumstances be taken into account in the choice of a supplier. They prohibit themselves, their spouse, their family and people around them from receiving any personal, financial or other benefit (gift, travel, etc.) of value other than symbolic. They must obtain the agreement of their superiors before accepting or offering a gift, a meal, a reception (with the exception of customary gifts of low value) within the framework of a business relationship. (see Anti-corruption charter)

THE 10 PRINCIPLES OF THE GLOBAL COMPACT ARE:

Human rights:

- > **Principle 1:** Businesses are encouraged to promote and respect the protection of international law relating to human rights within their sphere of influence.
- > **Principle 2:** Businesses are invited to ensure that their own companies are not complicit in human rights violations.

Labor law:

- > **Principle 3:** Companies are invited to respect freedom of association and recognize the right to collective bargaining.
- > **Principle 4:** The elimination of all forms of forced or compulsory labor.
- > **Principle 5:** The effective abolition of child labor..
- > **Principle 6:** The elimination of discrimination in matters of employment and occupation.
- > **Principle 7:** Companies are encouraged to apply the precautionary approach to problems affecting the environment.
- > **Principle 8:** Businesses are encouraged to undertake initiatives to promote greater environmental responsibility.



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grande responsabilité en matière d'environnement.

> **Principle 9:** Businesses are invited to encourage the development and diffusion of technologies environmentally friendly.

Fight against corruption:

> **Principle 10:** Businesses are encouraged to act against corruption in all its forms, including environmentally friendly.

TOWARDS SHAREHOLDERS

The LPG® Group undertakes to its shareholders to:

- > Valuing the capital of the LPG® group
- > Maintain strong governance based on a Supervisory Committee.
- > Ensure respect for equality between shareholders.
- > Ensure accurate, sincere and precise financial and extra-financial information.

LPG Group employees undertake to respect the following commitments:

- > It is prohibited to use any assets of the LPG® Group other than in the context of operations consistent with the activities and objectives of the company.
- > They ensure the protection and respect of intellectual property (registered trademarks, patents, copyrights and any other confidential information), of all projects, know-how of all kinds of the LPG® Group.
- > They also ensure compliance with the rules relating to the circulation and dissemination of any information of a confidential nature.
- > They rigorously apply the procedures for recording and processing accounting and financial information and must provide complete, honest, precise and clear information in a timely manner in reports, documents and other public communications.
- > They avoid any conflict between their personal interests, both direct and indirect (i.e. concerning their spouse, family or people who depend on them) and the interests of the LPG® Group. Consequently, they cannot hold significant interests in a supplier or customer of the LPG® Group and more generally in any company where the LPG® Group has or holds a particular interest of which they are aware. In the event of a conflict of interest, they must immediately report it to their superiors and refrain from making any decision binding the LPG® Group, without having obtained prior agreement.
- > They must not use the funds or assets of the LPG® Group in operations that are not compatible with the interests of the company.



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TOWARD THE PLANET AND SOCIETY

LPG® is committed to acting consistently with the principles of sustainable development while respecting current and future generations, cultural diversity and the legislation of the countries in which the company operates, and in particular:

- > Listen to society and its developments to better meet its expectations.
- > Participate in local life in each of the sites where the company is present.
- > Support associations and structures that share our causes:
- > Improving health through the use of our techniques
- > Supporting women throughout life
- > The well-being of our employees and the influence of the brand
- > Reducing waste
- > Integrate environmental protection into its strategic decisions, particularly in the design, purchasing, production, distribution and recycling processes.
- > Put safe and effective products on the market while optimizing the consumption of energy and natural resources.
- > Communicate fairly to stakeholders information on the consequences of the LPG® Group's activity on the environment.
- > Apply laws and regulations relating to the activities and responsibilities carried out by the LPG® Group.

LPG® employees are encouraged to:

- > Minimize the negative consequences of the environmental impact of sites, particularly by making every effort to reduce their consumption of energy and natural resources, their waste and the emissions linked to their activities, using the best available techniques (BAT: Best Available Techniques).
- > Mobilize for training, integration, support and against social exclusion.
- > Take an active part in local institutions and professional organizations.



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OUR PRINCIPLES OF RESPONSIBILITY

- > All employees must promote an honest and responsible attitude.
 - > The LPG® Group is committed to deploying these principles of responsibility. Failure to comply with these by an employee may lead to appropriate sanctions within the framework of the regulations of each country.
 - > The implementation of these principles may require special clarification. LPG® Group employees who become aware of one or more serious breaches of these principles of responsibility can, if they wish, assert their right of expression. They are invited to contact their direct managers or follow the instructions in the alert procedure. Employees who assert their right of expression will be protected. The information collected will be treated strictly confidentially.
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OUR PRINCIPLES OF RESPONSIBILITY HAVE BEEN ESTABLISHED TAKING INTO ACCOUNT AND RESPECTING THE FOLLOWING ELEMENTS:

Global Compact

www.unglobalcompact.org

Guiding principles of the Organization for Cooperation and Development

www.oecd.org/maintopic

Universal Declaration of Human Rights

www.un.org/french/aboutun/dudh.html

International Labor Organization

www.ilo.org

Our Principles of Responsibility are supplemented by sectoral policies (in particular relating to the environment, quality, purchasing, human resources).

LPG SYSTEMS

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