



Ethical Charter

Carte Blanche

> **Carte Blanche** <

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A Message from Management



Our Ethics Charter is the foundation of our commitment to responsible practices. It defines the principles, values and standards that guide Carte Blanche's actions. This Charter represents our commitment to integrity, respect and accountability in all our interactions and decisions. It establishes the moral framework that governs our behaviour and shapes our corporate culture.

Carte Blanche wishes to conduct its business in compliance with French, European and international legislation and places ethics at the heart of all its actions.

Our Ethical Charter sets out Carte Blanche's ambition to respect 8 commitments that structure our initiatives and the way we do business in all the countries where we operate.

Our emblem is the hummingbird. According to its legend, it perfectly embodies our ethical and voluntary spirit.

Franck THABAUD
Managing Director
Co-associate

Corinne LEROY
Operations Director
Co-associate

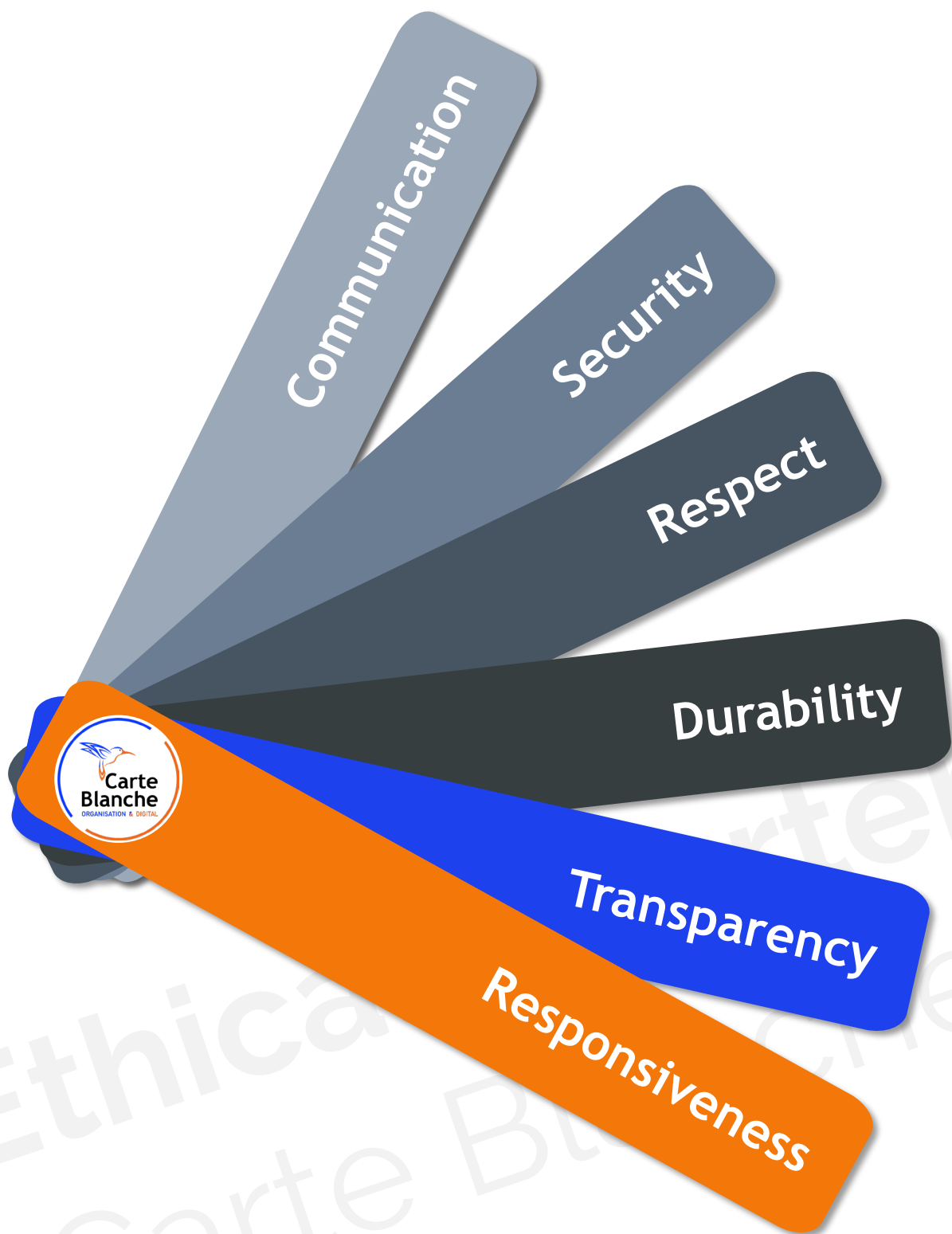




Carte Blanche's Values



Carte Blanche's values

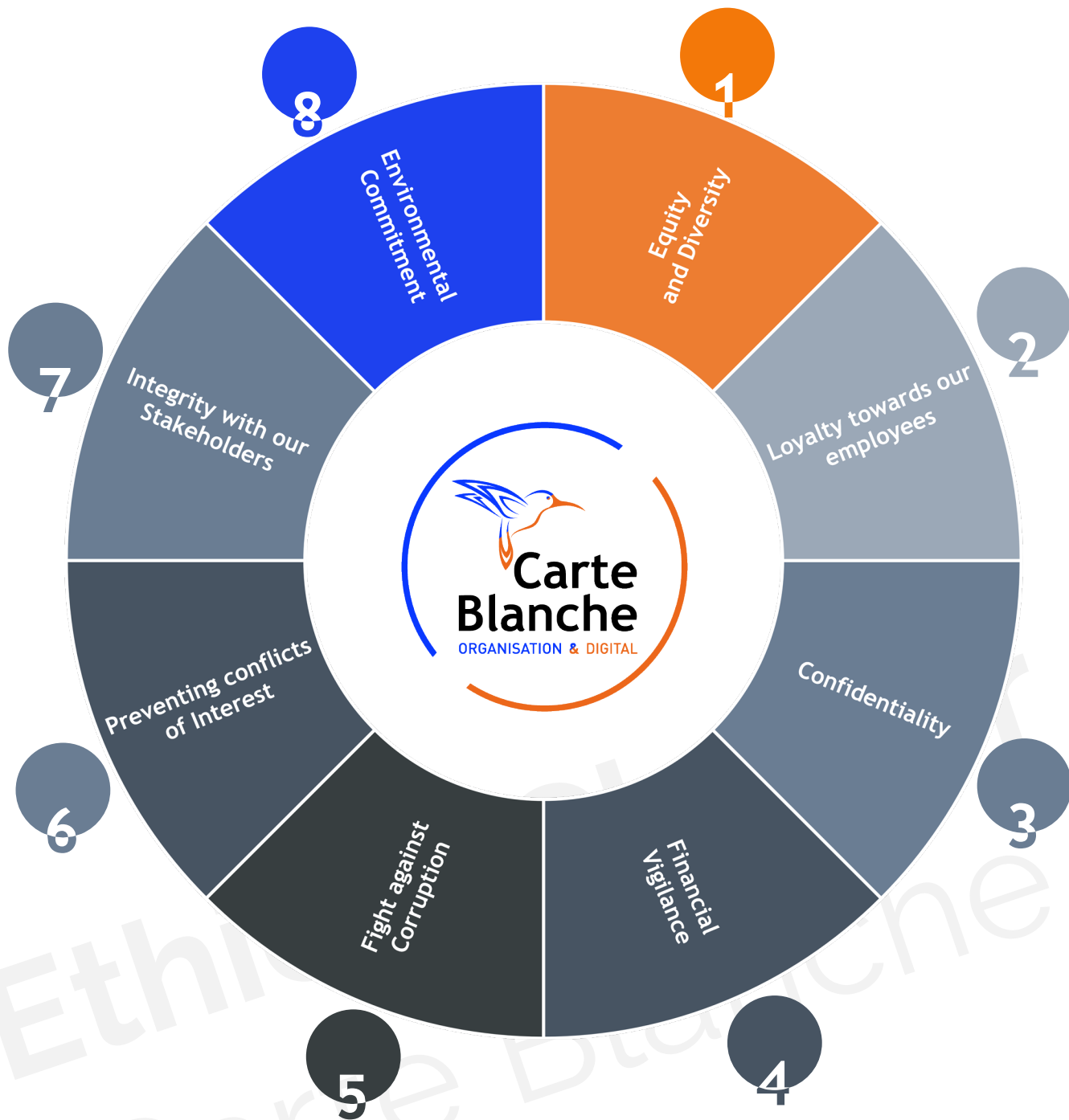




Carte Blanche's Commitments



Carte Blanche's Commitments





Equity and Diversity

- We foster a fulfilling and fair working environment for all our employees and associates.
- We optimise human resources to boost Carte Blanche's performance.
- We advocate equality for all. Respect for everyone is our priority. Discrimination and forced labour are strictly prohibited.
- We respect the independence of our employees and give them the means to live a healthy life.
- We promote decent work for all and create job opportunities for young people.

Carte Blanche's Commitments



Loyalty towards our employees

- We provide our employees with honest, transparent and high-quality information.
- We guarantee our employees equal opportunities for career advancement within the company.
- We offer our employees a range of training programmes to help them achieve personal fulfilment and develop their professional skills.
- We make our employees responsible for complying with the law and regulations. We do not pay fines resulting from illegal individual behaviour (Traffic offences, etc.).

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Confidentiality

- We protect the information communicated by our customers, suppliers and any other third parties to prevent any malicious disclosure.
- We constantly strive to protect everyone's information, whether private or professional, by complying with the *RGPD data processing policy.
- We take account of the specific confidentiality agreements signed with some of our 'sensitive' clients. We inform and train our employees accordingly.
- We control the access to our premises to insure traceability and identification of our visitors.

*RGPD : General Data Protection Regulation



Financial Transactions

- We undertake to be vigilant about all financial transactions carried out by Carte blanche in order to eliminate any malicious action.
- We will not accept any suspicious transactions that could be construed as money laundering. Should this occur, we will alert the authorities as soon as possible.
- We only operate with approved partners on the financial markets.
- We guarantee Carte Blanche's financial stability by refusing to choose risky investments.

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Fight against Corruption

- We act in compliance with national and international rules to fight against corruption.
- We are fighting against preferential treatment and influence peddling. We are vigilant in our relations to avoid this phenomenon.
- We respect the international market rules and reject any form of unfair or illegal competition.
- We declare all our banking, accounting and financial transactions in strict compliance with French general accounting rules. *KPMG, our chartered accountant, has certified our accounts since Carte Blanche was founded.

*KPMG : Klynveld, Peat, Marwick, Goerdeler



Preventing Conflicts of Interest

- We make fair and objective decisions for the company and its employees.
- We refuse to create a personal advantage to the detriment of the team.
- We are committed to ensuring that each of our employees refrains from any bias or favouritism. They demonstrate neutrality when faced with a conflicting situation.
- We guarantee every individual freedom of speech and opinion.



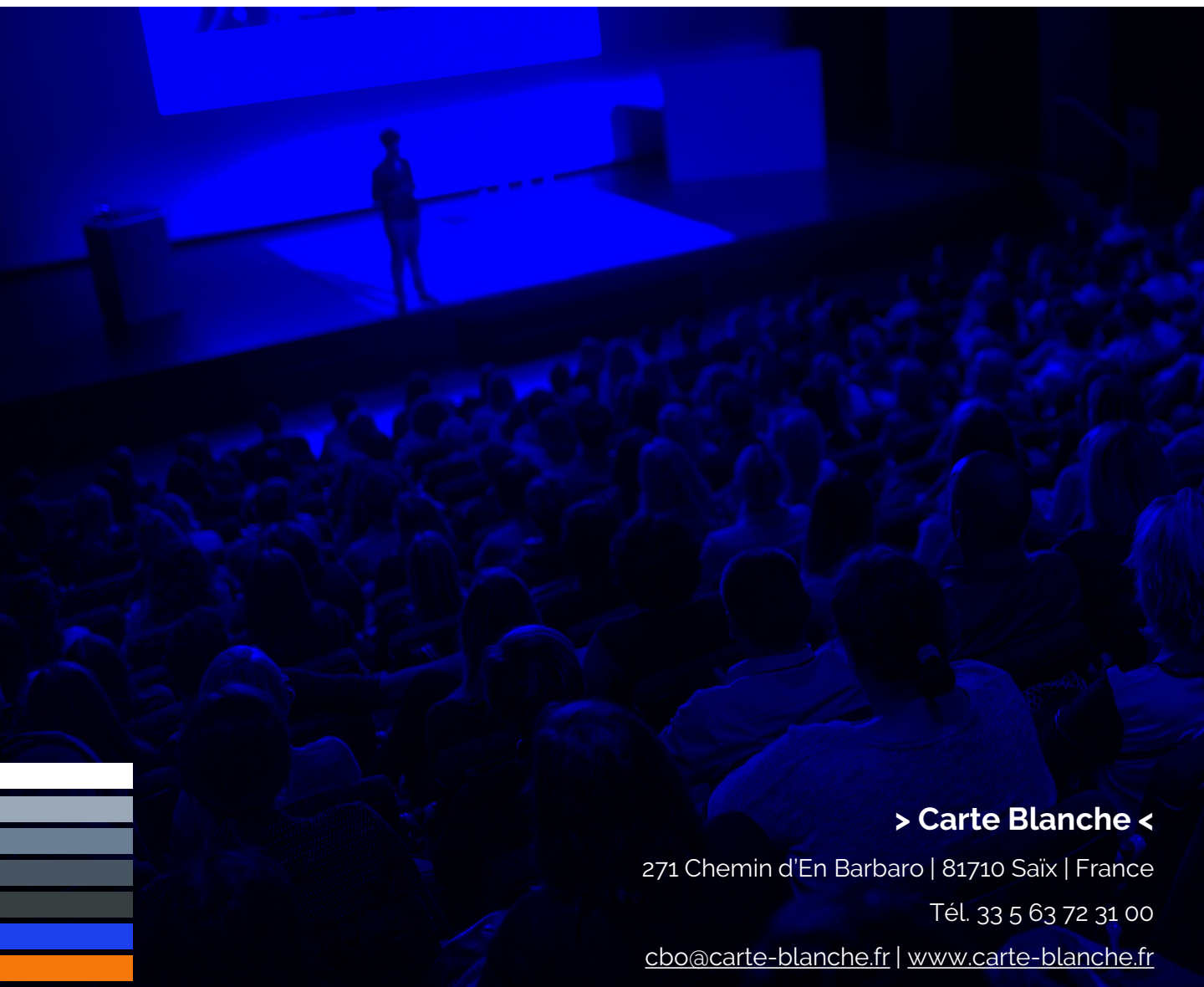
Stakeholders

- We guarantee the quality of our services and are committed to maximising customer satisfaction.
- We encourage an approach that bases the success of the event on the shared satisfaction between customers and participants.
- We develop a trusting long-term relationship with our suppliers and involve them in our ethical commitments.
- We involve our partners in the development of Carte Blanche in a fair and transparent manner.



Environmental Commitment

- We encourage our employees to be environmentally responsible.
- We incorporate eco-responsible actions to help preserve our planet by reducing waste and recycling our packaging.
- We reduce our energy and water consumption as much as possible.
- We encourage our employees to practice eco-mobility while ensuring their safety and well-being.



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