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The John Cockerill Group develops large-scale technological solutions to respond to the needs of our time: preserving natural resources, contributing to greener mobility, producing sustainably, fighting against insecurity and facilitating access to renewable energy. This charter reaffirms the ethical framework within which the John Cockerill Group intends to achieve this ambition.

The practice of ethics is based on the principle that everyone, whatever their position, is responsible for their own behaviour and takes responsibility for the choices they make. Working ethically consists of respecting a certain number of established and shared rules and practices that affect the **behaviour** of all members of staff in their interactions:

- within the Group: for individual wellbeing, with concern for the common interest and for the reputation of the Group and its constituents;
- on the market: with respect to clients, suppliers and competitors;
- in society: for the communities in which John Cockerill is located;
- and more broadly, for the planet.

Ethics rules and practices involve the principal contexts of vigilance. In particular, they cover fraud, corruption, competition, gifts, invitations and trips, conflicts of interest, commercial representation, client-supplier relations, sponsorship, patronage, communication, traceability of documents, intellectual property, protection of company assets, respect for others, the environment, safety and health.

Respect for ethics within the Group is ensured by the **Ethics Committee**, the members of which are recognised for their integrity. The Committee oversees proper interpretation of ethics practices within the Group and updating of related policies. It ensures that they are known, understood and accessible. It provides information and support to employees of the Group. It advises and reports to the Audit Committee, to which it suggests any sanctions.

The Group ethics policy is intended to be living and dynamic. It is set out in the **General Policy on Ethics Practices**, which details its modes of application. All the Group documents relating to ethics are accessible on the Group intranet. Efforts made with regard to implementation and information on these subjects do not exempt every member of staff from obtaining information if they believe that they do not have sufficient information.

Putting ethics into practice is based on a **principle of information and dialogue**. Anyone faced with a question of ethics can refer it to their immediate superior or send a message to ethics@johncockerill.com. This address is available to anyone who wishes to call upon the Group Professional Ethics Manager. The request will be treated rapidly and in confidence, either directly or after advice is obtained from the Ethics Committee.

The members of the Board of Directors and the Executive Committee, as well as the entire hierarchical structure, adhere to and respect the ethics principles of John Cockerill. They ensure that they are put into practice within their respective spheres of activity, and that ethics questions addressed to them are treated diligently. Finally, they are committed to imposing the necessary penalties on anyone who deliberately ignores the practices to be observed, in total transparency with the Ethics Committee.

Bernard Serin
President

Jean-Luc Maurange
CEO

