



# BOCETHIC CHARTER



# Our BocEthic charter

As a turnkey industrial constructor, Bocard (any legal entity that directly or indirectly controls, is controlled by or is under common control with Bocard) is a major player in the design and construction of increasingly productive and innovative industrial facilities. With an international presence, Bocard integrates engineering, manufacturing, construction and maintenance expertise. Bocard operates in a global environment that is often complex, but ensures compliance with the regulations applicable to its operations.

Thanks to its excellence in project management based on its “Safety First, On Time, On Spec, On Budget, Customer Satisfaction” commitment, Boccard offers smart, sustainable industrial solutions, services and products in the manufacturing and process markets.

As Boccard is convinced that its future is guided by challenges that can be overcome by working together, we have decided to unite our clients, suppliers and employees as partners committed to safeguarding social, environmental and ethical standards and mutual respect. Our CSR commitments are driven by this very ambitious goal. We are committed to Social, Environmental and Ethical responsibility. Boccard and its employees, managers, officers and executives have a duty to work in a respectful, exemplary and responsible manner, based on the common traditional principles shared since the company was founded in 1918.

The BocEthic Code of Conduct confirms these principles, which apply to and are mandatory for all Boccard operations worldwide:

- 1** **Boccard** operates in compliance with the legislation and culture of the countries in which it works.
- 2** **Boccard** ensures that health and safety, security and protecting people and their data come before its other priorities in its operations.
- 3** **Boccard** is committed to helping protect the planet.
- 4** **Boccard** requires all its entities, employees, managers, officers and executives and its partners to comply with international human rights standards, based on the rules issued by the United Nations.
- 5** **Boccard** does not tolerate or condone any breach of any economic or financial laws or regulations, including those applicable to confidential information, intellectual property, fraud, theft, obtaining by false pretences (escroquerie), misuse of company property, money laundering, tax evasion, breaches of competition law, bribery and corruption, influence peddling and/or non-compliance with international sanctions and embargoes in the course of its operations, in accordance with the relevant rules, including when selecting its partners.





To ensure that these values and principles are circulated widely, properly understood and enforced, regular awareness-raising initiatives are run for all employees, managers, officers and executives, who are accountable for their acts when working for Boccard.

We can all help to move in the same direction, identify the main challenges, foster and celebrate initiatives and continually strive to improve our approach to move forward together.

All Boccard employees, managers, officers and executives and all of Boccard's partners have a key role to play in ensuring compliance with the values and principles set out in the BocEthic Code of Conduct approved by them.

By ensuring a fruitful, rewarding career for all in a collaborative, positive and productive environment, with safety and quality as our top priorities, we can develop the company in a sustainable, shared manner in the collective interest: "Boccard, Alliance for Success: Caring For People and Planet" ●

Villeurbanne, 28 February 2024  
Bruno Boccard & Patrick Boccard

Two handwritten signatures in black ink. The first signature on the left is a stylized 'B' with a vertical line extending upwards. The second signature on the right is a more complex, cursive signature.



Legal, Compliance and Insurance Department:  
[legal@boccard.com](mailto:legal@boccard.com)

Boccard whistleblowing platform:  
[www.safecall.co.uk/clients/boccard](http://www.safecall.co.uk/clients/boccard)

[www.boccard.com](http://www.boccard.com)