

FULLY UNDERSTAND...

Corruption is behaviour by which a person **offers**, directly or through an intermediary, **a gift**, a **promise** or **benefit** of any kind in order to perform, delay or fail to perform a task.

Influence peddling is the act of a person using their position, or on behalf of a third party, to influence a decision in exchange for gifts, money or benefits of any kind.

Conflict of interest is a situation in which a **person** is involved in multiple **interests**, **financial** or otherwise, and serving one interest could involve working against another.

Do not hesitate to refer to the code of conduct!

STRICT CONFIDENTIALITY

The person disclosing information under the Transparency system does so in good faith and with a sincere belief that the information they are providing is accurate.

His or her identity and the facts will be treated **confidentially*** in accordance with applicable regulations.

However, an error in good faith will not result in disciplinary action; on the other hand, accusations which are intentionally abusive or characterised by a desire to harm may result in **disciplinary action**, if there is clear evidence that the whistleblowing system has been misused.

* In cases where the seriousness and urgency of a situation is proven, the recipients of the alert can lift the principle of confidentiality to allow faster processing.

transparency@damartex.com

OUR INTEGRITY CANNOT BE COMPROMISED

~~Corruption~~
Integrity
~~Fraud~~
Transparency
~~Harassment~~
Respect
~~Abuse~~

September 2023

transparency@damartex.com

DAMART

XANDRES
BELGIUM

3PAGEN
pflüg | praktisch | preiswert!

COOPERS
OF STORTFORD

VITRINE
magique

almadia
accompagner le bon vivre à domicile

MSANTÉ
partenaire de vos parcours de soins

santéol

We care about transparency

damartex
GROUP

LEARN ABOUT OUR INTERNAL WHISTLE BLOWING SYSTEM TRANSPARENCY

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ALL PLAYERS for ethical conduct and transparency

Since December 2016, France has adopted a law aimed at fighting corruption (Sapin II Law).

This text, which is in line with existing laws in other countries of the world, requires all companies* to provide their employees with a reporting system.

Damartex, with the dual objective of complying with the law and also giving substance to the values that drive the group (integrity, transparency, respect, etc), has created the **Transparencysystem**.

This confidential and secure system allows employees to report:

-  **Fraud**
(corruption, conflict of interest or influence peddling),
-  **Theft of confidential data**
(customer or employee data)
-  **Moral or sexual harassment**
of an employee of the group or service provider,
-  **Unethical behaviour**
and behaviour contrary to the DamartexWay (forced labour, modern slavery, child labour, etc.).

* More than 500 employees and over 100 million in consolidated turnover, Head office based in France.

When faced with...

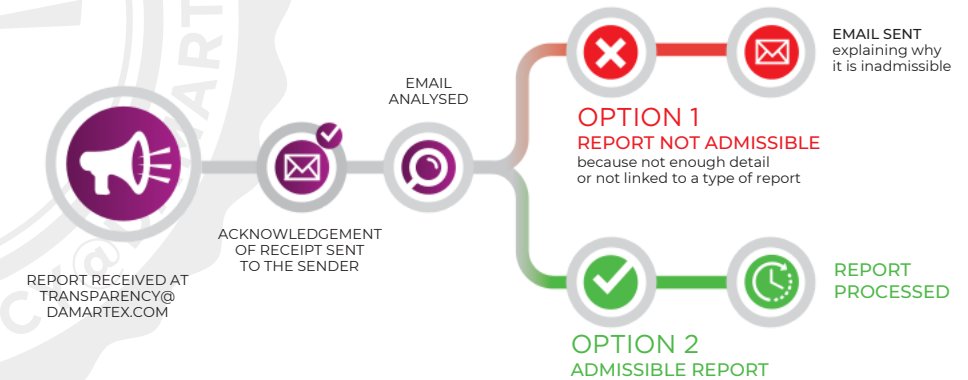
- An act considered illegal in the eyes of the law (fraud, corruption, etc.)
- A situation that may harm a person (moral or sexual harassment),
- A situation that could damage the company's reputation (theft of confidential data, actions contrary to DamartexWay, etc.),

...report any issues to the following address:

transparency@damartex.com

Be specific about what you are reporting and feel free to give details

HOW DOES IT WORK?



WHO ARE YOUR CONTACT?

The ethic committee **guarantee the confidentiality of the information** related to handling and processing the report.



In the first instance report any issues internally:
To your Line Manager
HR Advisor Or
Staff Representative.
If this is not possible, report the issue to **transparency**.