

## 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.

# OUR INTEGRITY CANNOT BE COMPROMISED



September 2023

[transparency@damartex.com](mailto:transparency@damartex.com)

[transparency@damartex.com](mailto:transparency@damartex.com)

DAMART

XANDRES  
BELGIUM

3PAGEN  
pffiffig | praktisch | preiswert!

COOPERS  
OF STORTFORD

VITRINE  
magique

almadia  
moniteur de la biométrie à domicile

MSANTÉ  
partenaire de mon 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.).

### When faced with...

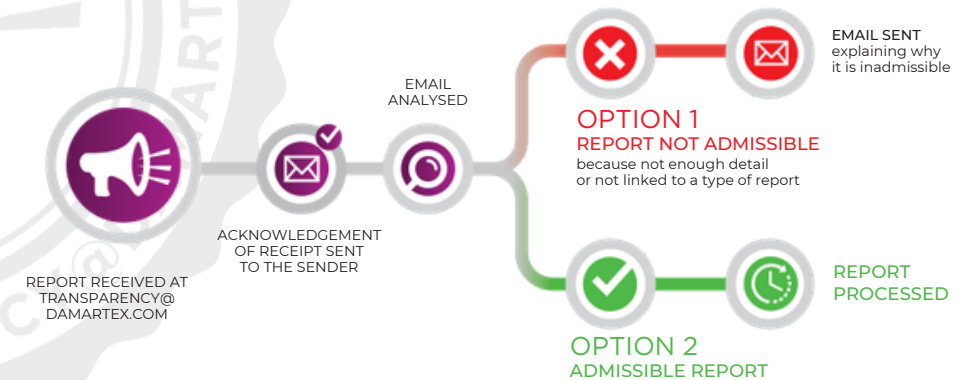
- An act considered illegal in the eyes of the law (fraud, corruption, etc.)
- A situation that may harm a person (moral or sexual harassment),
- A situation that could damage the company's reputation (theft of confidential data, actions contrary to DamartexWay, etc.),

### ...report any issues to the following address:

[transparency@damartex.com](mailto: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 .



You can speak with your **manager, HR**, or use the **Transparency system**, depending on the situation, and do so with complete confidence. These channels complement one another.

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