

POLITIQUE CADEAUX ET INVITATIONS

1. Object of the policy

This policy aims to define the rules related to the acceptance or not of gifts, benefits, services and invitations that may be received from suppliers, service providers, partners or clients; actual or potential. Similarly, these rules are also defined for gifts, benefits, services and invitations offered to suppliers, service providers, partners or clients; actual or potential.

2. Application area/perimeter

The code applies from 1 January 2020 to all employees of the Damartex group, regardless of their parent company or the country in which they reside.

3. Group's position

Gifts, benefits, services and invitations can be likened to or perceived as a means of influencing or creating an obligation in exchange (active or passive corruption).

In this regard, the limit for a gift, advantage, invitation or service (offered or received) is set at €0.

In other words, the Damartex Group considers that no gift, advantage, invitation or service may be given or received if its actual or perceived market value exceeds the aforementioned limit.

This position is all the more strict in commercial transactions (calls for tenders, contracts being signed).

4. Particular cases

The Damartex Group understands that depending on the cultural habits of its partners or the time of year (holidays, celebrations...), it can be difficult to refuse a gift.

Therefore, two principles must be applied without any exception being observed:

1) Upon receipt of a material gift (chocolates, bottles of wine, gourmet boxes, other items...) these must be shared with the department or management concerned or redistributed during a collective lottery,

2) Upon receipt of an invitation, it must meet certain criteria to be accepted:

- o Any invitation to lunch must only concern the employee (and not the couple formed with their spouse),
- o Any invitation to a dinner or an event (gala, etc.), the employee must request written authorization from their manager regarding the acceptance of this invitation. This request and the manager's authorization must be copied at ethics@damartex.com

This authorization must be documented, archived and presented in case of inspection.

In general, the invitation must not be ostentatious (such as a Michelin-starred gourmet restaurant or a lodge privatized for a concert or a sports event).

5. Application

Any questions from an employee regarding the application of this policy or its interpretation must be escalated to their supervisor. A written response will be provided.