

Groupe YTHALES INVEST



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CODE OF ETHICS

At Ythales Invest Group, the purpose and scope of our actions are of critical importance. Ethics guide the way we think, make decisions and take action.

This Code of Ethics reflects our identity, expresses our values and the principles that unite us. It commits us to behaving in an exemplary manner in all circumstances and to promoting ethical behaviour in all our professional activities.

Everyone, whatever their role, must act with respect, responsibility and perseverance in carrying out their duties. No breach of ethics can be tolerated within the Group, and we expect the same from our partners.

This constant quest to set an example is the strength of our Group and contributes to our success.

Yves Cherbonnier, Group CEO

A handwritten signature in black ink, appearing to be 'Yves Cherbonnier'.

OUR AMBITION

The Ythales Invest Group aims to become a benchmark for social and ethical issues throughout its value chain. The Group's ambition is to offer its customers increasingly sustainable, innovative and high-quality products, as part of a circular economy aimed at reducing its environmental footprint as much as possible. It is also committed to providing its employees with a safe, inclusive and fulfilling working environment.

OUR VALUES

The Group's Code of Ethics is based on three fundamental values, which shape our identity and form the basis of our strategies, policies and official documents.

By signing it, each and every one of us undertakes to respect, share and uphold ethical values in all our tasks.

This Code of Ethics also affirms our commitment to building a trusting relationship with all our partners.

RESPECT

- Respect each person, their rights and their opinions, provided that they do not infringe laws and regulations.
- Guarantee a healthy, safe and fulfilling working environment for all and ensure equal treatment for all employees.
- Prevent and ban all forms of conflict, violence, harassment and discrimination.
- Protect the environment by adopting responsible practices at every stage of our value chain, in order to preserve natural resources and reduce our ecological footprint.
- Design and offer sustainable and reusable products, as part of the circular economy, to reduce their carbon footprint.

RESPONSIBILITY

- Listen and act with honesty, impartiality and fairness towards employees, customers, suppliers, partners and public authorities.
- Raise awareness among the teams concerned to prevent the risks of corruption and protect sensitive information and personal data.
- Zero tolerance of fraud, corruption and anti-competitive practices in all their forms.
- Protect sensitive information and comply with personal data protection regulations.

PERSEVERANCE

- Do our utmost to understand and satisfy our customers' needs, seeing each project through to the end with exacting standards and determination.
- Continuously adapt our products and services in response to market developments, technical innovations and social and environmental expectations.
- Demonstrate resilience to difficulties, always seeking constructive and sustainable solutions.
- Nurture boldness and creativity to seize new opportunities for growth and development.
- Transform each challenge into a lever for collective and individual progress.

OUR COMMITMENTS

Member of the United Nations Global Compact

We joined the UN Global Compact in 2023. This membership marks our commitment to a demanding international framework, aligning our actions with the 10 universal principles and contributing to the 17 Sustainable Development Goals (SDGs).

Membership of the Women's Empowerment Principles (WEP)

In 2024, the Ythales Invest Group also signed up to the Women's Empowerment Principles (WEP), an international framework supported by the United Nations to promote professional equality and the empowerment of women within the company through 7 principles.

EcoVadis rating: Gold medal

In 2025, our CSR performance was rewarded with an EcoVadis Gold Medal, placing us in the top 5% of companies assessed in the environmental, social, ethical and responsible purchasing fields.



To find out more

If you have any questions about a particular situation or behaviour, or if you have any doubts about what to do, you should consult your line manager, the IT department, the ethics team or management.

Whistleblowing procedure

You can also use the whistleblowing reporting system on the intranet or via the link <https://forms.office.com/e/4tHGD4sAYB>.

This is a confidential channel, which can be anonymous, for reporting situations that may contradict the principles of this Code of Ethics (e.g. violence, harassment, discrimination, corruption). It is open to all Group employees.

No employee will be subject to reprisals for having reported, in good faith, a suspicious, fraudulent or unethical activity. No retaliatory measures will be tolerated against people who have used this system honestly and responsibly, even if the facts reported are not ultimately proven.

The whistleblowing procedure is available on the shared server, the intranet or on request.