

PRINCIPIA is committed to ensure that fundamental ethical requirements are continuously promoted and implemented in the group and form an integral part of PRINCIPIA culture.

PRINCIPIA ethical principles are the following ones:

- ◆ **Integrity:** Fighting against any form of corruption and bribery, whether active, passive, public or private; Avoiding any situation of conflict between personal interests and the ones of the Group; Communicating in good faith with our clients, partners, subcontractors and suppliers, in a constructive spirit.
- ◆ **Respect:** For the people of the Group, for its clients, suppliers and partners ; for applicable laws, regulations and norms; for cultural differences and local specificities of the territories in which the Group operates; for the environment, by reducing the impact of our activities and by proposing to our clients environmentally friendly solutions.
- ◆ **Non-Discrimination:** Fighting against any kind of discrimination (whether based on religion, gender, age, nationality, culture...) among the employees of the Group, its applicants, its suppliers and subcontractors; Encouraging diversity and defending equal opportunities.
- ◆ **Protection:** Of our employees, by notably providing them with a safe and suitable professional working environment; of sensitive data of the Group, of its know-how and assets; of the reputation of the Group.

La Ciotat, April 25<sup>th</sup>, 2013

**Benoit VALLETEAU DE MOULLIAC**  
**President**