

ETHICAL CHARTER

Gantois Industries is a major player in the industry of woven meshes, perforated metal and technical shaping for all industrial sectors, including aeronautics and building.

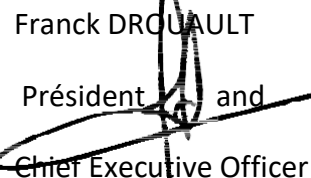
This positioning reflects the confidence of our partners in our ability to provide quality products and services, while respecting values and principles in the conduct of our business.

This trust is a key condition for the current and future success of Gantois Industries.

The ambition of this ethical charter is to express the values and principles that unite men and women of the Company, beyond the diversity of their functions and experience.

We count on every Company employee to act in all circumstances according to the 8 values and principles described in this charter.

A handwritten signature in black ink, consisting of several overlapping loops and a final flourish that extends to the right.
Stéphane LEFORT
Général Manager

A handwritten signature in black ink, featuring a large, stylized initial 'F' and 'D' followed by a horizontal line that extends to the right.
Franck DROUVAULT
Président and
Chief Executive Officer

The Company's values are based on fundamental principles that the Company intends to share with all its employees:

1. Acting in compliance with laws, regulations and contracts

In general way and in all circumstances, all Company employees must comply with international, national and local regulations, as well as with the rules of professional ethics relating to their activities and the specific contracts signed by the parties.

2. Acting in a fair and honest manner

For our Company, the quality of a relationship depends firstly on the loyalty and honesty of the people we deal with, whether they are internal or external. These qualities require the ability to keep commitments and to know limits of our capacities, in order to avoid promising that we could not keep.

For these reasons, each time we communicate, we do so in good faith, in a constructive spirit, respectful of everyone's expectations, and with a concern for sincere, accurate and complete information.

When faced with an error, one must :

ASSUME, DECLARE, ANALYZE, CORRECT, SHARE

Faced with an error, one must not :

AVOID, RENOUNCE, LIE, HIDE

3. Acting with integrity

We must all be aware that Company reputation, image and awareness are based on our actions. It is therefore imperative that everyone acts with integrity in all circumstances and contributes to the promotion of a culture of integrity because, through his or her actions, each employee is a representative of the Company.

In practice, integrity requires avoiding any situation likely to create a conflict between personal interests or those of individuals or legal entities to which one is linked, and those of the Company, or to use his or her position to get direct or indirect personal advantage from a third party.

The following situations may be considered unethical (non-exhaustive list) :

- Any direct or indirect interest in a competitor, supplier, service provider or customer (current or potential), except in the case of the trading of shares purchase in compliance with the rules on privileged information.
- Any professional or personal engagement outside Gantois Industries that could affect the commitment to the service of Gantois Industries, except with the prior approval of management.
- Soliciting, accepting or offering gifts or invitations that may influence a decision-making process or be perceived as such and, as such, may constitute an act of corruption.
- Making commitments that are inappropriate to the position.
- Behaving in a disparaging, flippant or uncivil manner toward those with whom they interact.

In case of doubt, the employee shall immediately refer the matter to his/her superior.

Any situation of potential conflict of interest must be brought to the attention of the hierarchy and will be settled in accordance with the applicable laws and regulations.

4. Acting with respect for people - Respect the principles of non-discrimination and inclusion

All employees and partners must act with respect for men and women, their dignity, their diversity, the variety of their cultures and beliefs, while respecting national laws and applicable conventions, Human rights and fundamental universal principles that protect against discrimination, harassment, child labor, rejection of disability, deprivation of dignity and freedom.

This respect is enriching for everyone and contributes to the performance of all.

The work environment must be safe and healthy, ensuring the physical and mental integrity, health and safety of the staff. These are absolute permanent priorities.

The employment of permanent staff, whose numbers are adapted to the sustainable level of activity, professional training, compliance with regulations on working hours and a fair remuneration policy, are important elements of our commitment.

People are a key factor in the success of our organization.

5. Acting for the satisfaction of all our partners, including our customers

The satisfaction of all our partners is the key to long-term success, and this is achieved through:

- The high standards, professionalism and initiative of our employees,
- The quality, performance and innovation of our products and services,
- The improvement of our technologies and methods with a strong requirement of innovation and safety,
- The reactivity of our organization to market changes and its ability to adapt,
- The availability and active listening of our partners.

These strengths mean our ambition for sustainable growth, competitiveness and long-term relationships with our current and future partners, in a global market that demands greater performance every day.

6. Acting collectively

All employees contribute collectively to the Company's development by :

- Writing their actions in a spirit of solidarity, loyalty, listening, sense of responsibility and teamwork.
- Ensuring the safety of themselves and their colleagues. As such, they must use the collective or individual protection defined. Any risky situation must be reported to the hierarchy for treatment.
- Actively fighting against any form of waste or abuse that we could avoid. Any situation of risk must be reported to the hierarchy for treatment.

7. Acting in a confidential manner

Each Company employee is responsible for protecting confidential information that comes to his or her knowledge in the course of his or her work.

8. Acting with respect for the environment

Gantois Industries is committed to the respect of the environment and operates in a sustainable development perspective.

In particular, we ensure that its growth is based on a rational use of natural resources and on an optimal management of its waste.