

ETHICS CHARTER

Date of implementation: January 2013
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PRIVILEGED AND CONFIDENTIAL
Certified by: Ethics Committee

Trescal

| CALIBRATION SOLUTIONS TO IMPROVE YOUR PERFORMANCE |

ETHICS CHARTER

Trescal is committed to growing its business based on shared values and common principles that clearly assert its ethical standards and accountability for all its activities.

In particular, Trescal is accountable to:

- > **Its shareholders**, with the objective of striving to ensure a good return on their investment and providing them with complete and transparent information on a regular basis.
- > **Its customers**, with the commitment to supplying high quality services in strict compliance with the state of the arts, to the accepted safety and environmental standards.
- > **Its employees**, with attention to their professional development and the promotion of health, safety, equality & diversity in the workplace.
- > **Its suppliers and partners**, in accordance with clear contract terms and conditions. The Group expects them to comply with the principles and behaviours described in its Code of Conduct.
- > **Civil society**. Trescal operates in compliance with local legislation and regulation. It is committed to protecting the environment and respecting local cultures.

TRESCAL stands for:

- > The principles of the 1948 Universal Declaration of Human Rights;
- > The principles of the International Labour Organization;
- > The OECD guidelines for Multinational Enterprises;
- > The Principles of the United Nation Global Compact;
- > The Loi Sapin 2 of June 2017.

If at any time you have questions about our Ethics Charter or our Business Code of Conduct, please contact the Ethics Committee of TRESICAL at ethicscommittee@trescal.com or ethics.committee@trescal.com.