



General Principles of Conduct & Action

Veerya Attachments has developed several shared principles applied by both management and employees that have guided the Company since inception.

Today the Company Wishes to give written expression to these principles, to help us communicate them and reinforce their implementation throughout the Company.

The purpose of this document is also to make a public statement of Veerya Attachments adherence to these basic principles of conduct and action, which apply to all within the company.

These principles are not intended to be exhaustive, but to address the essential areas.

They are complemented and may in the future be further complemented by sometimes more specific rules having regard to local conditions or positions of responsibility, but in any case, without detracting from the basic principles.

Adherence to these principles is a requirement for belonging to Veerya Attachments.



Principles of Conduct

Veerya Attachments considers that the basic values shared by management and employees alike are:

professional commitment,
respect for others,
integrity, loyalty, and solidarity.
These principles of conduct apply to each of us.



Professional Commitment

means mobilizing to the best of one's ability the knowledge and know-how of the individual and calls for training to keep both up to date. It requires personal commitment and a willingness to take on the tasks assigned and to acquire knowledge necessary to do the job. It implies the effective contribution of each person in caring particularly for the environment and for worker health and safety.



Respect for others

is an absolute prerequisite for the professional and personal development of each person. It applies throughout the Company. It implies an acceptance of pluralism and other cultures and of people of all origins. It is expressed in a readiness to listen to others, to inform, to explain, and to engage in dialogue.



Integrity

requires a rigorous adherence to probity in all professional activities. It means that no individual may compromise the interests of the Group entrusted to that individual in favour of his or her own private interests – whether in dealing within the Company or in dealing on behalf of the Company with third parties, whatever local practices might be.



Loyalty

requires honesty and fairness in dealing with superiors, colleagues, subordinates and third parties dealing with the Veerya Attachments. In particular, it is incompatible with the pursuit of self-interest where the latter conflicts with the goals of the Company or the company. It implies the adherence to the guidelines and internal rules of the company.



Solidarity

is based on a sense of individual responsibility at work, which prevails over self-centered thinking. It encourages teamwork.

and bringing out the best in each person, to achieve the objectives of the company. It means rejecting management or operational methods geared more to the self-satisfaction of given individuals rather than the interests of the individual company as a whole.



Principles of Action

The Veerya Attachments wishes to set out the principles of action which govern the activities of all management teams and employees in the exercise of their professional responsibilities, regardless of the area involved.

These principles of action¹ help us achieve responsible and sustainable growth, in accordance with the Company's long - term strategy.



Respect for the law

The Veerya Attachments must apply in all areas all laws and regulations applicable to Veerya Attachments where we do business. Furthermore, Veerya Attachments must not exploit loopholes or inadequacies in any such laws or regulations where this would mean non-compliance with the norms of the Veerya Attachments in the areas described below.



Caring for the environment

Veerya Attachments is to actively promote the protection of the environment.

At the company site, must be managed in a way that allows the setting of clear environmental targets and the regular monitoring of environmental performances and measuring the same against these targets. We must strive to raise the main relevant environmental performance standards of the site to the level of particularly effective performance standards within the applicable the requirements of local legislation.



Worker health and safety

Veerya Attachments is to take particular care to adopt all measures necessary to ensure the best possible protection against health and safety risks in the workplace.

They must adopt risk reduction policies and follow up on the due application of the same, checking actual results against the applicable standards. Such policies apply both to the own employees and to employees of sub-contractors when the latter are working on a Company site.

They must strive to raise the main relevant health and safety performance standards of their own sites to the levels of particularly effective performance standards found in the Group for comparable sites – even if that means going beyond the requirements of local legislation.



Employee rights

Veerya Attachments must scrupulously ensure that employees' rights are respected. We must promote an active dialogue with their employees.

In addition, and without limitation, they must respect the following rules, even if not provided for by applicable local law.

They must refrain from any form of recourse to forced labour, compulsory labour, or child labour whether directly or indirectly or through sub-contractors when the latter are working on a Company site; and they must refrain from any form of discrimination with respect to their employees, whether in the recruitment process, at hiring, or during or at the end of the employment relationship

