

AXENS ETHICS HOTLINE

A business integrity concern? If you **see** or **hear** something that seems wrong – **say something**.



Do not hesitate to use the **Whistleblowing Procedure**, or if you are looking for advice, call the Compliance Department in total confidence.

Confidentiality is assured. You will never be subject to any retaliation for having submitted a concern in good faith.

For business integrity concerns

Such as offering or receiving important gifts, demands to offer or pay a bribe, a conflict of interest or anti-competitive practices.

For workplace ethics issues

Such as discrimination, harassment or bullying.

For health, safety or environmental issues

Such as non-respect of safety procedures, pollution etc.

You can report it to:

- Your line manager, or
- EVP General Counsel at the central ethics hotline.
- Your line manager, or
- Staff Representative, or
- EVP Human Resources, or
- The central ethics hotline.
- Your line manager, or
- Global QHSE & Transformation Director, or
- The central ethics hotline.

Contact the central ethics hotline by:

email ethics@axens.net, or in writing placed in double envelope addressed to the EVP General Counsel at **Axens, 89 boulevard Franklin Roosevelt, 92500 Rueil-Malmaison, France**, or by telephone to **+33 1 47 14 67 89**