

AXENS ETHICS HOTLINE

A business integrity concern? **You witness** what seems to be an abnormal situation? **Say something**, in Compliance with the **Whistleblowing procedure**.



Looking for advice? Call the Compliance Department.
Confidentiality is guaranteed and Law protects you.
You will never be subject to any retaliation for having submitted a concern in good faith.

For business integrity concerns

Offering or receiving important gifts;

Demands to offer or pay a bribe;

A conflict of interest or anti-competitive practices.

For workplace ethics issues

Discrimination;

Harassment or bullying.

For health, safety or environmental issues

Non-respect of safety procedures;

Pollution etc.

YOU CAN REPORT IT TO YOUR:

- Line manager
- Head of Compliance
- EVP General Counsel
- The central ethics hotline

- Manager
- Staff Representative at CSE
- EVP Human Resources
- The central ethics hotline

- Line manager
- Global QHSE & Transformation Director
- The central ethics hotline

Email: ethics@axensgroup.com, or in writing placed in double envelope to the EVP General Counsel at **Axens, 89 boulevard Franklin Roosevelt, 92500 Rueil-Malmaison, France**
Telephone: **+33 1 47 14 67 89**