



# TEREA'S RESPONSIBLE COMMITMENTS

## A PROFESSIONAL COMMITMENT BASED ON THE RIGOROUS ETHICS OF OUR FIELDS OF EXPERTISE

TEREA is committed to act in accordance with the following professional code of ethics:

- Carry out our activities in accordance with the applicable laws in the countries of intervention and with the international standards and norms governing our areas of expertise;
- Require our experts and representatives to adopt a professional conduct defined by honesty, integrity and impartiality;
- Adopt a zero-tolerance policy toward business activities that are the result of corruption whether by ourselves, our partners, or subcontractors;
- Ensure total transparency in communications and relations with all parties involved in the assignments entrusted to us;
- Respect professional secrecy related to the protection and security of the information we hold in the context of the missions entrusted to us.

## A PROFESSIONAL COMMITMENT GROUNDED ON THE QUALITY OF OUR SERVICES

The quality of the services offered to our clients is central to TERE A's development and has never been questioned. As a result, our clients and partners entrust us with long-term collaboration. To this end, we are committed to:

- Providing high levels of expertise and management. From our selection of experts to the carrying out of activities and the drafting of reports or other documents and tools, we have developed quality control mechanisms, ensuring that the highest levels of expertise are achieved for the best possible service;
- Providing services that respect the best professional practices, and keeping up with all the technological advances in our field of activity, in order to propose the most appropriate solutions;
- Ensuring that our services are provided with the highest level of independence of mind and probity.

## A SOCIALLY RESPONSIBLE COMMITMENT

Given its core business and its values, TEREА's reputation reflects its long-standing social commitment.

We adhere to the same values that we promote among our customers in the context of the implementation of sustainable development policies. They are a permanent concern for TEREА's executives and the whole team, and are implemented first and foremost within the company:

- Respect and attention to the needs of our employees, clients, and partners;
- Absence of any prejudice regarding gender, ethnicity, political or sexual orientation, social class and religion;
- Respect for the values, traditions, and cultures of our employees, partners, and clients from all walks of life;
- Absence of any form of moral or sexual harassment;
- Decisions made in a collegial manner with dialogue as a priority, and respect for freedom of association and negotiation within the company;
- Security and safety guarantees of our agents, experts and representatives in the course of the missions assigned to them both in the workplace and when traveling, through awareness-raising, prevention and risk management actions;
- Sustainable and acceptable employment guarantees for our employees;
- Ongoing, quality training for all;
- Quality health care for our employees and their families;
- Strengthened access to health care and education for our employees' children when necessary.

Our multicultural team, nearly half of whom are women, works in perfect harmony and synergy. In 15 years of existence and thanks to its social ethics and its real team spirit, TEREА has been able to maintain a free-of-any-conflict working environment greatly appreciated from all.

## ENVIRONMENTALLY FRIENDLY PRACTICES

The very essence of our profession makes us committed to the protection of the environment on a daily basis. The board of directors, employees, partners and subcontractors are all engaged in a process of continuous mitigation of TEREА's footprint and its impact on the environment and natural resources.

The actions we carry out aim to:

- Reduce waste production and promote waste sorting, recycling and reuse;
- Assess our carbon footprint and define a strategy to minimize it and offset our greenhouse gas emissions;
- Raise awareness among our employees and service providers on better waste management;
- Prohibit our employees and contractors from consuming, purchasing and transporting poached meat during their missions;
- Take into account our Safety and Environment commitment when choosing our suppliers;
- Ensure the cleanliness of the collective facilities of our working environment;
- Use ecologically and environmentally responsible or recycled products whenever possible.

## MANAGEMENT APPROVAL



The image shows a handwritten signature in blue ink over a circular blue stamp. The stamp contains the text: "TEREА ENVIRONNEMENT AMENAGEMENT", "78, La Canebière", "13001 Marseille-France", "SIREN N° 517.637.468", and "TEREА" at the bottom.