



## LYNRED 集团道德准则

**LYNRED 促进并遵守严格的商业道德，按照可持续性和诚信的最高标准开展业务**

本道德准则规定了 LYNRED 及其关联公司（以下简称“LYNRED 集团”）的原则和标准，以此作为雇员、供应商和合作伙伴（以下简称“利益相关方”）在任何情况下开展工作的基础。

下文概述的准则无意取代或修订现行法律和法规，而是为开展专业活动提供参考和指导。

### 维护法律

在 LYNRED 集团开展业务的所有国家，LYNRED 集团及其利益相关方必须维护法律。由于难以掌握截然不同的法律和文化环境下的法律，务必谨慎行事。如有任何问题或疑问，LYNRED 集团的利益相关方应立即咨询其管理层或合规官。在外国工作的利益相关方必须维护其业务所在国的法律。

诚信、诚实和透明应该成为 LYNRED 集团的每个利益相关方的工作指南。利益相关方应本着 LYNRED 集团的利益并遵守法律法规进行交易。

## LYNRED GROUP ETHICAL GUIDELINES

**LYNRED promotes and abide by a strict business ethics and to do business in compliance with the highest standards of sustainability and integrity**

**This Ethical Guidelines is setting forth the principles and standards of LYNRED, and its affiliated companies (hereinafter the “LYNRED Group”), to be used as a basis for employee, supplier and partner (hereinafter the “stakeholders”) to conduct under all circumstances.**

**The guidelines, which are summarized below, are not intended to replace or revise the laws and regulations in force, but to provide points of reference and guidance for the conduct of professional activities.**

### Upholding the laws

In all the countries in which LYNRED Group operates, LYNRED Group and its stakeholders must uphold the law. Care should be taken, as it may be difficult to understand the law in a legal and cultural environment that is very different. When there is a question or there is any doubt, the LYNRED Group’s stakeholders should immediately consult with its management, or the Compliance Officer. Stakeholders working in a foreign country must uphold the law of the country in which they operate.

Integrity, honesty and transparency should guide each of LYNRED Group’s stakeholders in their work. Stakeholders are expected to deal in LYNRED Group’s interest and in compliance with laws and regulations.

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所有利益相关方都必须注意维护关于竞争、出口和再出口管制、劳工和就业、环境保护、安全、健康和歧视的法律。

### 防止和打击腐败

**腐败零容忍：**LYNRED 集团及其利益相关方绝不容忍任何形式的腐败行为，无论是主动还是被动、直接还是间接的腐败行为，无论是为了公共部门还是私营部门的利益。

LYNRED 集团适用所有反腐败国际公约和业务所在国的现行反腐败法律。

LYNRED 集团及其利益相关方绝不聘请第三方来执行他们在道德或法律上被禁止执行的任何任务。以贿赂自然人或法人为目的聘请第三方违反反腐败法律。

雇员接受与其职能相适应的培训，以使其能够发现和防止腐败风险。

### 遵守出口法规

作为一个国际市场运营集团，LYNRED 集团从一群不同的供应商处采购商品和服务。LYNRED 集团还为世界各地的客户提供商品和服务。因此，LYNRED 集团必须严格遵守所有适用于其出口活动的法规。在从事任何出口活动之前，其雇员必须核实交货地点和收货人的资格。

All stakeholders must take particular care to uphold laws on competition, export and re-export control, labor and employment, environmental protection, safety, health and non-discrimination.

### Preventing and fighting against corruption

**Zero tolerance with corruption:** LYNRED Group and its stakeholders do not tolerate any form of corrupt practices, be they active or passive, direct or indirect, for the benefit of those in the public or private sector.

The LYNRED Group applies all international conventions on combating corruption and the anti-corruption laws in force in the countries where it does business.

LYNRED Group and its stakeholders never use a third party to perform any task that they are ethically or legally forbidden to perform themselves. Engaging a third party for the purpose of bribing a natural person or a legal entity violates anti-corruption laws.

Employees receive training adapted to their functions to enable them to detect and prevent the risks of corruption.

### Complying with export regulations

As an international market operating group, LYNRED Group purchases goods and services from a diverse group of suppliers. LYNRED Group also provides goods and services to customers all over the world. It is therefore critical that LYNRED Group strictly complies with all applicable regulations that govern its export activities. Before engaging in any export activity, its employees must verify the eligibility of both the delivery location and the recipient.

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在适用的情况下，他们还必须获得所有必要的执照和许可证，包括政府对政府管控产品或技术的授权和批准。可与出口管制官员合作，从有关管理部门获得这些授权。进口活动也受各种法律法规的约束，集团各利益相关方有责任遵守所有适用标准。任何违反这些进出口法规的行为都会给 LYNRED 集团带来严重后果。每个利益相关方都有责任了解并遵守适用于集团活动的法律法规。

### 公平竞争

作为其公平竞争承诺的一部分，LYNRED 集团严格遵守其业务所在国家适用的竞争法。一般来说，这些法律禁止可能限制或改变竞争或贸易的协议或做法。禁止协议的示例包括但不限于：限定价格、操纵投标、在竞争对手之间分配市场、地区或客户或抵制或歧视某些客户或供应商，除非有合法理由。交换或披露与竞争对手、客户或供应商有关的商业敏感信息也可能违反适用法律。

### 礼品和招待

给予或接受客户、供应商和其他合作伙伴的商业礼节，例如礼品和招待，通常用于建立商业关系中的商誉和表示感谢。

They must also obtain, when applicable, all required licenses and permits, including government authorizations and approvals for government-controlled products or technologies. These authorizations can be obtained from the relevant management in cooperation with the export control officer. Import activities are also subject to various laws and regulations, and it is the responsibility of the Group's stakeholders to comply with all of the applicable standards. Any breach of these regulations on imports and exports has serious consequences for LYNRED Group. It is each stakeholder's responsibility to know and comply with the laws and regulations that apply the Group's activities.

### Competing fairly

As part of its commitment to fair competition, LYNRED Group strictly complies with applicable competition laws in the countries where it does business. In general, these laws prohibit agreements or practices likely to restrain or alter competition or trade. Examples of prohibited agreements include - without limitation: price fixing, bid rigging, allocating markets, territories or clients amongst competitors, or boycotting or discriminating among certain customers or suppliers unless legally justified. The exchange or disclosure of commercially sensitive information relating to competitors, customers or suppliers may also violate applicable laws.

### Gifts and hospitality

Business courtesies, such as gifts and hospitality, given to or received from customers, suppliers and other partners are commonly used to build goodwill and acknowledge appreciation in business relationships.

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但是, 这些礼节不得超过名义价值, 也不得影响或企图影响任何商业决策。在这些情况下, 应始终以良好的判断力、慎重和谨慎来指导任何利益相关方。在某些情况下和某些国家, 法律禁止商业礼节。LYNRED 集团雇员必须遵守“礼品和招待”程序(参考 PRO-LEG-9) 以及在 LYNRED 集团开展业务的每个国家适用的政策和法律。

### 对待客户的行为

在与客户打交道时, 每个利益相关方都必须坚持公平和诚信的原则。通常, LYNRED 集团在安全和国防方面的业务, 不得以任何理由容忍任何妥协; 雇员必须将可能有疑问的任何情况立即报告给上级或合规官。

### 与供应商的关系

LYNRED 集团根据客观标准选择供应商, 并要求他们表现优异, 以确保充分满足集团及其客户的期望。在任何情况下, 本集团均不会选择聘用未满 16 岁及/或国际劳工组织(ILO)规定的最低工作年龄的儿童或强制劳工的供应商。

必须避免所有 18 岁以下的工人从事可能危害其健康的工作。

However, these courtesies must not exceed a nominal value and may not influence, or give the appearance of influencing, any business decision. Good judgment, discretion and prudence should always guide any stakeholders in these situations. Business courtesies are prohibited by law under certain circumstances and in certain countries. LYNRED Group employees must comply with the Procedure “Gifts and hospitality” (referenced PRO-LEG-9) as well as policies and laws that apply in each country where the LYNRED Group does business.

### Behavior towards customers

Each stakeholder must uphold the principles of fairness and integrity in dealings with customers. The business of LYNRED Group, to a large extent, concerning security and defense, no compromise can be tolerated for any reason; any situation that may seem questionable to an employee must immediately be referred to a superior or the Compliance Officer.

### Relations with suppliers

LYNRED Group selects suppliers on the basis of objective criteria and demands high performance from them, in order to ensure that group’s expectations and those of its customers are fully met. Under no circumstances will the Group use suppliers that make use of child under the age of 16 and/or the minimum working age defined by the International Labor Organization (ILO) or forced labor.

All workers under the age of 18 must be protected from performing work that is likely to be hazardous to their health.

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## 财务关系

LYNRED 集团及其利益相关方应及时、有效地确保完整、相关、准确和精确的信息与之前的信息一致。他们严格实施公司治理标准和原则。

## 避免利益冲突

雇员可能在其受雇于 LYNRED 集团范围之外从事的任何有偿工作不得与他们在 LYNRED 集团内的职责的利益冲突。同样，在直接或通过中间人购买与 LYNRED 集团开展业务的公司的股份时也需要相当谨慎。此类限制不适用于上市公司，除非使用可能被视为内幕交易的保密信息。

## 政治和宗教活动

LYNRED 集团不资助任何政党，任何政治活动必须完全在工作场所和工作时间之外进行。雇员可能参与的任何宗教活动必须完全在工作场所和工作时间之外进行，法律义务除外。

## 信息控制

在任何情况下，利益相关方均不得损害本集团的声誉或损害其资产或信息系统的完整性。他们必须确保在建立关系过程中获得的信息得到保护。

## Financial relationships

LYNRED Group and its stakeholders should ensure, on a timely basis, and in an effective manner, complete, relevant, accurate and precise information that is consistent with previous information. They take particular care to implement corporate governance standards and principles.

## Avoiding conflicts of interest

Paid work of any kind that employees may perform outside the scope of their employment with LYNRED Group must not cause conflicts of interest with their duties within LYNRED Group. Similarly, considerable caution is required when purchasing shares, directly or via an intermediary, in companies doing business with LYNRED group. Such restrictions do not apply to listed companies, unless confidential information is used which may be construed as insider trading.

## Political and religious activities

LYNRED Group does not finance any political parties and any political activities must be carried out exclusively outside the work-place and working hours. Any religious practices in which employees may be involved must be practiced exclusively outside the work-place and working hours, except in the case of a legal obligation.

## Information control

Under no circumstances may stakeholders damage the reputation of the Group or compromise the integrity of its assets or its information systems. They must ensure the protection of information acquired in the course the relationships.

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利益相关方应特别注意遵守书面和口头沟通的规则和承诺。

### 保护信息和知识产权

在履行职责时，所有利益相关方均可接触保密信息，而保密信息是公司或其合作伙伴的重要资产。保密信息或机密信息属于敏感信息，未经采取保护措施，不得向 LYNRED 集团外部披露或传播。同样，利益相关方可能必须了解有关国家安全的信息。因此，必须注意确保此类信息不会被第三方获取。

### 环境

如今，保护环境比以往任何时候都更加成为公司所有利益相关方的重要关注点。

LYNRED 集团及其利益相关方(i)控制化学风险，尽可能替代 CMR 产品（致癌、致突变、对生殖有毒）；(ii)防止任何事故和意外污染风险；(iii)永久性地改善其健康和环境活动的风险管理；(iv)减少其电力和水消耗；(v)设计产品和流程控制其环境影响。

### 安全与保健

个人的安全和健康是 LYNRED 集团的首要价值。

LYNRED 集团和利益相关方致力于制定程序，以确保其工作人员和任何第三方的工作场所安全。

Stakeholders are to pay particular attention to respect the rules and commitments for both written and oral communication.

### Protecting information and intellectual property

In the course of their duties, all stakeholders have access to confidential information, which represents a key asset of the company or its partners. Confidential or secret information is sensitive information which must not be disclosed or communicated outside of LYNRED Group without protective measures. Similarly, stakeholders may have to know information concerning the national security. Care must therefore be taken to ensure that such information is protected from third parties.

### Environment

Today more than ever, protecting the environment is a critical concern for all the company's stakeholders.

LYNRED Group and its stakeholders (i) manage the chemical risk and substitutes CMR products (carcinogenic mutagenic, toxic to reproduction) each time possible ; (ii) prevent any accident and accidental pollution risks ; (iii) permanently improve risks managements of their activity on health and environment ; (iv) reduce their power and water consumptions ; (v) design products and process managing their environmental impacts.

### Safety and health care

The safety and health of individuals are prime value for LYNRED Group.

LYNRED Group and the stakeholders are committed to the development of procedures to ensure a safe workplace for its staff and any third party.

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LYNRED 集团预防肌肉骨骼心理社会障碍。

### 改善多样性

LYNRED 集团和利益相关方承诺：(i)提高参与招聘、培训和职业发展的最高管理层和工作人员对不歧视和多样性问题的认识，并对他们进行这方面的教育；(ii)尊重和促进在人力资源管理的各个阶段适用不歧视原则的所有方面，特别是在招聘、培训、晋升或雇员职业发展和性别平等方面；(iii)努力反映法国社会的多样性，特别是其文化和种族层面的多样性；(iv)让所有雇员了解法国对不歧视和多样性的承诺，并随时向他们通报这一承诺的实际成果；(v)将多样性政策的制定和实施成为与雇员代表对话的主题；(vi)在年度报告中加入一章，说明我们对不歧视和多样性的承诺，包括所实施的措施、内部程序和取得成果的详细情况。

### 遵守道德准则

LYNRED 集团承诺并要求每个利益相关方审阅、理解和遵守本道德准则。

如果对适当的行为有任何问题或疑问，利益相关方有责任立即联系有关集团公司的管理层或合规官。

LYNRED Group prevents musculoskeletal psycho-social disorders.

### Improvement of the diversity

LYNRED Group and stakeholders commit to : (i) raise awareness and educate top management and staff involved in recruitment, training and career development on non-discrimination and diversity issues ; (ii) respect and promote the application of all aspects of the principle of non-discrimination at every stage of the human resources management, in particular in the recruitment, training, promotion or career development of employees and gender equality; (iii) endeavor to reflect, the diversity of the French society particularly in its cultural and ethnic dimension at every level of its workforce; (iv) make all its employees aware of its commitment to non-discrimination and diversity, and keep them informed of the practical results of this commitment; (v) make the development and implementation of the diversity policy a subject of a dialogue with the employees' representatives ; (vi) insert a chapter in the annual report describing our commitment to non-discrimination and diversity including details of the measures implemented, our internal procedures and the results achieved.

### Compliance with the Ethical Guidelines

LYNRED Group commits and asks to each stakeholder to review, understand and comply with these Ethical Guidelines.

In the event of a question or any doubt regarding appropriate conduct, it is the responsibility of the stakeholder to immediately contact the management of the concerned Group ' s Company or the Compliance Officer.

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