



ETHICAL CHARTER OF BONTAZ GROUP

As a tier One Automotive Supplier and leader in mechanical and precision sub-assemblies, it is incumbent on Bontaz Group to maintain an irreproachable ethical behaviour as well as moral and commercial conduct.

It is in this aim of collective commitment and with concern for deep respect and trust for our employees and business partners that Bontaz Group engages itself according to the present Charter.

Managing Directors and all employees pledge to act in accordance with rules herein.

Legal Compliance

In every country in which it is established, Bontaz Group respects and applies current laws and regulations of that country.

The law prevails under all internal rules of Bontaz Group.

Accounting and Reporting

All financial transactions by Bontaz Group must be reported in accordance with generally accepted accounting practices, and accounting records must show the nature of all transactions in a correct and non-misleading manner.

Conflicts of Interest

Employees and the Management of Bontaz Group act solely in the interest of the Group. Their private life and other external activities or financial interests don't influence their action within Bontaz Group.

Confidentiality

Bontaz Group has established among its employees a privacy policy. In the performance of their duties, employees may be in possession of confidential information. The release of these information might jeopardize the group's interests.

Thus, all employees agree to respect the confidentiality of information they hold.

Resource Efficiency

Bontaz Group is committed to creating and using products and techniques respecting the energy. Waste and residual products are minimized over the products' life cycles.

Environment

Because Bontaz Group is concerned about protection of the Earth, production sites act accordingly to the ISO 14 001 standard and employees work everyday in accordance with their environment.

Human Rights

People respect is an intrinsic and fundamental value within the Bontaz Group. Hence the Group strictly respects human rights proclaimed by the International Community.

Discrimination

Bontaz Group banishes all forms of discrimination concerning mainly: race, religion, age, political opinion and social or ethnic origin.

Illegal labour

Child labour or illegal workers are excluded in Bontaz Group.

Normally suppliers provide certificate in which they promise to respect the labour law and particularly not to employ illegal workers Furthermore, all work activity within the Bontaz Group must be remunerated.

Corruption, fraud and laundering

All corruptive, fraudulent or laundering practices are banished from the Bontaz Group. The Bontaz Group endeavours to accept any proposal in that sense and to take all relevant decisions in case.

Work Environment

Bontaz Group adopts all measures necessary to provide for all its employees a safe and healthy work environment.

Assets protection

The maintenance and integrity of the Group's assets are a guarantee of its long-term viability and benefits to all of our employees.

Intellectual property

The intellectual property rights of the Bontaz Group include patents, know-how, trade secrets and registered trademark. They are one of the main assets of the Bontaz Group and are protected by law wherever it is possible. It is the duty of all of our employees to protect them.

The Bontaz Group also agree to protect his partners' intellectual property rights.

Competition

The Bontaz Group is established in countries that have enacted laws aimed to prohibit restrictions on free competition. Therefore, any anticompetitive practices are prohibited by the Group.

Relations with Business Partners

Managing Directors and all employees of Bontaz Group act with loyalty and faith with all Group's partners. Our clients' satisfaction is a permanent concern for all employees.

Daniel ANGHELONE
President of Bontaz GROUP