

PSB INDUSTRIES

Our Principles of Behavior and Action

The PSB Industries Group's development has been driven by behavioral and action values and principles implemented by its executives and employees.

They form the basis for the relations of confidence that should exist between the company, its partners and its shareholders as well as between members of its staff.

The purpose of this document is to formalize this set of key common references so everyone in the Group can refer to them and comply with them under all circumstances.

PSB Industries' responsibility primarily covers:

- Its customers, to whom the Group's companies undertake to provide high-quality products that comply strictly with safety and environmental impact standards.
- Its employees. The Group's companies are careful to develop employees' skills and working conditions, especially with respect to their safety and the protection of their health.
- Its suppliers and partners, in the clarity and respect of contractual terms entered into.
- Its shareholders, with the objective of ensuring a good return on investment and regularly providing comprehensive transparent information.
- Civil society. PSB Industries is careful to protect the environment and it respects the laws and regulations of the countries Group companies operate in, especially with regard to child labor and the prohibition of forced labor.

The Group respects free market rules and rejects all forms of corruption.

The Group's active environmental protection approach is an integral part of its transparent sustainable development policy.

PSB Industries expects its employees to contribute positively to its Principles of Behavior and Action, which they put into action on a daily basis. As such, it asks them in particular to:

- Comply strictly with the applicable laws and regulations.
- Apply the prescribed rules concerning health, safety and environmental protection.
- Establish clear and honest relationships with customers, suppliers and partners.
- Respect the confidentiality of professional information.
- Be loyal and honest with regard to PSB Industries by avoiding conflict of interest and insider trading situations.
- Pay attention to the quality of human relations in work teams.