

### LETTER OF ETHICAL COMMITMENT

Our company policy is to build long term relationships with our customers based upon transparency and mutual respect. Those are the key values of company DUBOSSON RAYMOND.

We aim to cooperate with partners who share our values and ethical engagement. We commit to accompanying our customers while respecting our social responsibility engagements and will therefore feel free to cease collaboration with partners who do not respect those engagements.

It is our responsibility to commit to national laws concerning employment obligations such as working times, wages as well as:

- employees' aged 16 years and more
- No forced, dissimulated, dangerous, nor prison labor (excepted volunteers who choose to work and therefore will receive market wages - and only after prior written agreement).
- We ensure our employees decent and sure working and living conditions (if applicable)
- We respect freedom of association,
- We prohibit all kind of discrimination.
- We combat all kind of corruption.

We expect from our employees good faith notification of fraud or suspicion of such acts. Such alert / speak up concerns may be as follow:

- Fraud
- Violations of laws or competition rules
- Improper entry of financial or other information
- Corruption
- Insider trading
- Disclosure of confidential information
- Violation of our policy concerning gifts, entertainment, and reception

The CEO  
Sophie Revillod  
Le 9/7/2019