

Business Principles.



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Business Principles

A Key-Player in advanced Technology Consulting, Digital and Engineering, AUSY Group is a responsible company, committed to society and the environment.

Our duties are equal to our ambitions: to value all our employees, in order to contribute to the influence of our profession and to constantly innovate, in order to satisfy our customers in the respect of a strong ethic.

Our Business Principles are based on the 5 core values of the RANDSTAD Group:

- TO KNOW,
- TO SERVE,
- TO TRUST,
- SIMULTANEOUS PROMOTION OF INTERESTS,
- AND STRIVING FOR PERFECTION.

The Business Principles include 16 Principles that embrace the three lines of social and environmental responsibility ("CSR"). These Principles comply with the national laws and regulations that govern our operating business, and the procedures implemented by AUSY Group.

With the Business Principles, AUSY Group reinforces its aim to develop the skills of the women and men who exercise their talents, while respecting their differences.

FOREWORD

As a major player in the high-tech engineering and digital sector, the AUSY Group is aware of the importance of acting with integrity and respect for human rights.

These Business Principles are based on the RANDSTAD/AUSY Group's fundamental values: to know, serve and trust, to promote the interests of each and every one and to strive for perfection. These values help us to make the right choices. The Business Principles project a positive message, guide us to live up to the core values and ensure that the needs of the world in which we work and our business and personal behaviour are aligned and reinforce one another.

The RANDSTAD/AUSY Group is a signatory of the United Nations Global Compact and respects and supports its ten principles with respect to human rights, labour, environment and anti-corruption. The principles regarding labour are those outlined in the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association and the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in respect of employment and occupation. We are committed to make the Global Compact principles part of the strategy, culture and day-to-day operations of AUSY and the ten principles are therefore regarded as part of our Business Principles.

AUSY Group recognizes that they also have a responsibility for their external relationships. In its interactions with its candidates, suppliers, clients and other business partners, AUSY Group strives to uphold the Business Principles and encourages our continued active dialogue with stakeholders in the world of work.

The Business Principles are our minimum standards but, in addition, we must always ensure that we comply with all laws, human rights principles and the internal policies and procedures; applicable to all AUSY Group representatives, including our employees, officers and directors. No one is authorized to violate them. If the Business Principles conflict with local law then local law must be followed while striving to act in the spirit of the Business Principles. Some of the Business Principles will be outlined in more detail in separate Policies and Procedures as required.

1. TO KNOW

We are experts. We know our clients, their companies, our employees, our suppliers, our candidates and our business. In our business it's often the details that count the most.

1. We know and comply with the laws that govern our business, international human rights principles and AUSY's internal policies and procedures.
2. We know and comply with competition and antitrust laws. All employees have the personal responsibility to acquire the necessary knowledge and understanding needed to act in accordance with the general principles of the competition law. The AUSY Group makes a set of tools available to its employees to help them achieve this and to provide them on a daily basis, at the heart of their profession.
3. We know and comply with the laws on insider trading and market abuse of the Group's shares or securities.
4. We ensure that our records (including those containing personal information) are created, used, stored and destroyed in accordance with the law. We respect the key principles of proportionality, relevance, security, confidentiality and the rights of the persons, in the collection, processing and storage of data from our customers, employees, candidates and clients (IT law and the law on the protection of personal data).

2. TO SERVE

We succeed through a spirit of excellent service, exceeding the core requirements of our industry. We conduct our business without corruption and in a fair and ethical manner.

5. We avoid any situation that could create a conflict of interest, or the appearance of conflict, between the interests of AUSY and our private interests.
6. We do not offer, pay or accept bribes or offer or give disproportionate gifts or hospitality that could create undue influence or the appearance of undue influence.
7. We decline gifts or hospitality that could create undue influence or the appearance of inappropriate behaviour.

3. TO TRUST

We are respectful. We value our relationships and treat people with the utmost respect and consideration.

8. We treat others fairly, act with care and consideration and respect human rights. We do not tolerate intimidation or harassment in any form.

9. We respect the right to privacy, ensure that confidential information is kept confidential and we do not abuse the confidential information of others.
10. We do not misuse AUSY property, including hardware, software, systems and databases, for personal purposes.

4. SIMULTANEOUS PROMOTION OF ALL INTERESTS

We see the bigger picture and take our social responsibility seriously. Our business must always benefit society as a whole.

11. We value diversity and inclusion. We are committed to equal opportunities and do not discriminate on the grounds of age, colour, disability, gender, marital status, nationality, race, religion, cultural background, health, pregnancy, trade union activities, genetic characteristics, morals, political opinion, origin, place of residence or sexual orientation or any other irrelevant or illegal characteristics.
12. We do not engage with anybody that is connected with terrorism or other criminal activities.
13. We do not make contributions to candidates for public or private office, to political parties or other political interests.

5. STRIVING FOR PERFECTION

We always seek to improve and innovate. We are here to delight our clients and candidates in everything we do, right down to the smallest detail. This gives us the edge.

14. We regard health and safety in our business, including for our corporate workers, as the utmost priority.
15. We maintain and provide full, fair, timely, accurate and understandable contracts, records and financial information.
16. We take into account and seek to minimize the environmental impact of our business. We are committed to a global sustainable development approach, in particular in France, the implementation of a dedicated charter and a responsible purchasing policy.

IN THE EVENT OF A BREACH...

In the event of a breach of these Business Principles, employees should first raise concerns through their normal (local) reporting channels, either through local management lines or regular local contacts, such as via identified confidants, complaint desks etc.

Reporting to management is usually the fastest and preferred route, and the best way to ensure a good and open work environment throughout AUSY.

If local reporting channels are likely to be inappropriate or ineffective, the MRP (Misconduct Reporting Procedure) should be used but this should be considered as a last resort. All concerns raised in accordance with this procedure will be treated strictly confidentially and with the complete assurance that there will be no retaliation against any employee filing a good faith complaint. Reports will be investigated promptly and corrective action will be taken where required to resolve issues satisfactorily.

For the AUSY Group's Misconduct Reporting Procedure: see the dedicated section on the intranet site of the AUSY Group as well as on the website www.ausy.fr.

These measures take into account French regulations on employment law and the respect for privacy as evidenced by the prior authorisation obtained from " le Commission Nationale Informatique et Libertés" (CNIL).

