

Code of Conduct

Revision 3 - 2025



Chloride™
Power to Protect

chloride.com

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MESSAGE FROM THE CHAIRMAN



Chloride's primary mission is to protect people and ensure the continuity of industrial processes and infrastructure.

As President, I am proud to present this Code of Conduct, which reflects our commitment to integrity, ethics and respect for the fundamental values that guide our behaviour and decision-making.

Our business is built on relationships of trust, whether with our customers, partners, employees or society as a whole. Our Code of Conduct aims to maintain and strengthen this trust by defining the behaviours and practices expected of each of us.

Among the key principles promoted by this Code of Conduct are honesty, fairness, confidentiality, compliance with laws and regulations, diversity and inclusion, and our commitment to environmental stewardship and community well-being. These principles are not just words, but guidelines for our daily professional conduct.

I strongly encourage you to carefully read, understand and rigorously apply this Code of Conduct in all your professional interactions and decisions. It is not simply a requirement, but a statement of who we are as an organisation and our aspirations for the future.

By adhering to this Code, we help strengthen our reputation as an ethical and responsible company. We also create a healthy and respectful working environment for all members of our teams.

When we act in accordance with these principles, we are in the best position to achieve our goals, serve our customers in an exemplary manner and make a positive contribution to the society in which we operate.

Thank you for your commitment to our Code of Conduct and for the vital role you play in maintaining our culture of integrity and respect.

*Yours sincerely,
Henri Chignier*

1. ABOUT CHLORIDE

Since 1948, Chloride has been a global leader in the design, manufacture and maintenance of industrial UPS systems designed to ensure the reliable power supply of critical equipment in a variety of industries.

Chloride's main markets include infrastructure and industrial environments, with a broad product portfolio comprising UPS systems, DC backup batteries, stand-alone emergency lighting, centralised emergency lighting and lifecycle services.

Our ambition is to be at the forefront of technological innovation to serve and support our customers in a changing world. We protect people and ensure business continuity for industrial processes and infrastructure.

Chloride products help protect people and property. Headquartered in Lyon, France, Chloride is a truly global company, collaborating with electrical engineers around the world and with an installed base in more than 150 countries. Today, Chloride's teams of engineers and consultants develop innovative solutions to support our customers in their energy transition and contribute to creating a safer environment for all. Chloride is headquartered in France and has subsidiaries in Spain, Turkey, the United Arab Emirates, the United Kingdom and the United States.



We employ approximately 350 people worldwide and provide products and services to a global customer base. Our staff falls into two categories: the first category includes employees who are physically involved in the manufacture and production of goods, while the second category includes employees involved in administrative, service, organisational and management processes.

The largest proportion of our workforce at Chloride, as well as our main manufacturing and expertise centre, is located in Europe.

Our suppliers vary in terms of the nature of their business, their size, their location, the type of workforce they employ, and the extent of their upstream supply chain.

At Chloride, whether we are employees, members of the Executive Committee, the Supervisory Board or shareholders, we are firmly committed to implementing and promoting the principles set out in this Code of Conduct (our "Code"). This document describes the actions and behaviours expected of everyone, so that all those who interact with Chloride can have confidence in our integrity, honesty and social commitments.

Every employee and manager, including those in our subsidiaries, has a personal responsibility to read, understand and comply with our Code. In addition, this Code applies to third parties engaged to assist or provide services for or on behalf of Chloride. We also encourage our partners, customers, suppliers and subcontractors to adopt high ethical standards.

It is important to note that this Code does not describe all practices or answer all questions. When you are unsure about the best course of action, make sure you can answer the following questions in the affirmative:

- Is the action consistent with Chloride's values of integrity?
- Will the action I am taking protect and enhance Chloride's reputation as a company of integrity?
- Would I be comfortable with my decision if it were made public?

If you have any questions or concerns, depending on the issue at hand, every employee can use these communication channels, either alternatively or cumulatively, either verbally or in writing:

1. Your manager or supervisor,
2. The Human Resources department
3. The Chloride Ethics Committee, composed of the directors of the Human Resources, QHSE and Legal Departments ,
If any member of the Ethics Committee is involved in the alert, they will be removed from the Committee for the duration of the investigation.
4. Chloride's harassment advisors,
5. Staff representatives,
6. A secure website accessible at the following address: <https://report.whistleb.com/fr/chloride>. This is a confidential, paperless alert system that allows all our stakeholders, and in particular our employees, to report any doubts or concerns directly to Chloride's Ethics Committee so that the necessary corrective measures can be taken, if necessary.

An alert must be raised by a natural person, in good faith, in a disinterested manner, without any compensation and without intentionally harming others, and must report a serious incident.

Furthermore, a mistake made in good faith will not result in disciplinary action, but deliberately abusive or malicious reports will be subject to sanctions.

All reports (identity and facts) will be treated confidentially to the extent permitted by applicable law. We remind individuals not to attempt to conduct investigations or interviews/interrogations concerning behaviour or activities suspected of being illegal or unethical without first consulting Chloride's Ethics Committee.

Individuals who submit reports in good faith will not be subject to any threats or reprisals, including withholding of salary, promotion, demotion, discipline, dismissal, salary reduction, negative evaluation, change of assignment, denial of training opportunities or job prospects, or hostile behaviour in connection with their report. Any act of retaliation or harassment will result in disciplinary action, up to and including termination of employment.

2. CHLORIDE VALUES

At Chloride, we consider our values to be the foundation of our corporate culture. They guide the decisions and actions of every employee and the Executive Committee on a daily basis, thereby contributing to the achievement of our objectives.

Chloride promotes mutual collaboration and respect, both among employees and with the third parties with whom we interact. We believe in the importance of creativity, teamwork and the common goal of satisfying our customers, while ensuring the sustainable development of the company.

Our values can be summed up as "**SCORES**":

SUPPORT OUR PEOPLE / Our strength: our employees

Creating a workplace where our employees can be themselves and give their best.

CUSTOMER CARE/ Our priority: our customers

Listening carefully to our customers and providing them with first-class service.

ONE TEAM / One team

Succeeding as a team: everyone is valued for their contribution, actions and words, regardless of their job, title or position.

RESPECT

Listen to, appreciate and respect people regardless of their differences. Promote trust, honesty and respect for the rules.

EVERYDAY CREATIVITY

Approach every situation with openness and innovation. Do not be afraid of mistakes, because it is through them that we learn!

SUSTAINABILITY

Create value and a positive long-term impact through technology and human ingenuity.

3. HEALTH AND SAFETY

Chloride constantly strives to guide its employees in their daily behaviour and actions to ensure a safe and healthy working environment for all:

- Chloride is committed to providing a safe and healthy working environment for all its employees, contractors and visitors. Chloride considers health and safety to be a top priority in all its activities.
- Chloride complies with all applicable laws, regulations and standards relating to health and safety at work. Chloride ensures that its activities comply with these requirements and strives to exceed the minimum requirements wherever possible.
- Each employee is responsible for their own safety and that of their colleagues.

Any potential hazards, incidents or dangerous situations must be reported to your supervisor or Chloride's Health and Safety Department.

- Chloride provides adequate health and safety training to all its employees, giving them the knowledge they need to identify risks, use personal protective equipment correctly and follow safety procedures.
- Chloride identifies, assesses and manages the risks associated with its activities. Chloride implements appropriate preventive measures to minimise risks and continuously strives to improve its health and safety performance.
- Chloride encourages open and transparent communication about health and safety at work. Chloride encourages its employees to actively participate by providing feedback, suggestions and ideas to improve safety throughout the organisation.
- Chloride is committed to continuously improving its occupational health and safety performance. Chloride regularly evaluates its management system, identifies gaps and implements corrective actions to strengthen its safety culture.

4. ENVIRONMENT

Chloride has a responsibility to the international community to protect the environment in its operations and throughout its value chain. In addition, Chloride must comply with applicable environmental laws and regulations and exceed these requirements wherever it operates. That is why Chloride is committed to minimising its impact on the environment by integrating sustainable practices into its activities.

Chloride implements preventive measures to avoid environmental incidents and reduce its carbon footprint. Chloride works to reduce our energy consumption, sort our waste and eco-design our products by encouraging the use of recycled and recyclable materials.

Chloride selects and requires its suppliers to adopt, apply and disseminate similar principles of sustainable development.

5. EQUITY, DIVERSITY AND INCLUSION

Respect for people and the inclusion of their differences and diversity are integral to Chloride's values and our employee management policy.

Chloride values different ideas and perspectives and seeks to foster a culture of inclusion and diversity. Chloride is committed to promoting equal opportunities for all employees of the company, regardless of their origin, gender, sexual orientation, age, genetic characteristics, nationality, name, political opinions, trade union activities, religious beliefs, physical appearance, health, disability or pregnancy.

Chloride is therefore committed to eliminating discrimination in recruitment and training opportunities, promoting diversity in employee profiles, and ensuring fair pay for equivalent positions.

It is important for Chloride to represent the diversity of cultures and experiences of its employees, wherever we operate in the world, as well as its customers. To achieve this goal, Chloride has implemented recruitment policies that promote diversity and has created an inclusive work environment where everyone feels respected and valued for their differences.

6. HUMAN RIGHTS

Chloride is committed to respecting human rights. Chloride supports the guiding principles contained in the Universal Declaration of Human Rights, the core conventions of the International Labour Organisation on labour standards, as well as the UK Modern Slavery Act and other similar laws and principles, as applicable.

Chloride upholds human rights throughout its value chain and therefore requires the same level of commitment from its suppliers, subcontractors and business partners on all human rights issues. Chloride does not tolerate any form of human rights violation and is committed to ensuring respect for the following rights, without limitation: non-discrimination and equal opportunity, protection from harassment, respect for working hours and conditions, prohibition of forced labour, including child labour and modern slavery.

We strive to ensure that each of our suppliers and business partners promotes and respects human rights, and we categorically refuse to work with any company that does not respect these rights or that knowingly collaborates with companies known to violate human rights.

Whenever you become aware of or suspect practices or behaviour that violate human rights, report them immediately to your manager or the Ethics Committee. If you have doubts or fears for your safety, do not put yourself in danger and use the appropriate reporting mechanisms.

Before starting any project or establishing a relationship with a supplier or business partner, conduct due diligence and act with diligence to ensure that the partner is not involved or has not been involved in human rights violations, and that the partner is committed to standards similar to those of Chloride.

Be particularly vigilant when projects are carried out in countries with poor human rights records, in accordance with the human rights indicators provided by the Office of the United Nations High Commissioner for Human Rights.

7. SOCIAL DIALOGUE

The principles set out in Chloride's Code of Conduct form the basis of "social dialogue" and reflect the importance we place on open and transparent communication. They aim to promote a healthy, respectful and productive working environment where employees' opinions and concerns are listened to and taken into account.

With this in mind, annual performance reviews and biannual conversations are essential tools for fostering social dialogue within the company. Annual performance reviews allow employees to discuss their professional goals and performance with their line manager. Biannual conversations, on the other hand, give employees the opportunity to share their concerns and needs with their manager.

At Chloride, we encourage our managers to put these interviews and conversations into practice as part of our management programme. Our managers are also made aware of the importance of regular feedback in promoting constructive communication between employees and managers.

In addition, we offer a training programme for executives to help them develop their communication and leadership skills. This programme highlights the importance of social dialogue and open communication in team and project management.

We encourage:

- Protecting the interests of our employees, including through our social commitment, while ensuring long-term financial success.
- The promotion of social dialogue to ensure fair and equitable treatment of all employees.
- The implementation of training programmes that enable employees to develop professionally while strengthening Chloride's competitiveness.

We categorically reject:

- Any act intended to hinder or attempt to influence our employees' free choice to form or join an organisation to represent their interests.
- Any form of discrimination, whether positive or negative, against union representatives in relation to other employees.

8. TRAINING AND SKILLS DEVELOPMENT – TALENT PROMOTION

Training, skills development and talent promotion are essential to the success of our business. As a result, Chloride has implemented various programmes to support its employees in their professional and personal development. Chloride has created an induction plan for new employees to help them settle into their roles in the best possible conditions, develop their skills and encourage interaction and teamwork. We also encourage internal mobility by offering a programme (Talent and Mobility) that promotes internal applications.

Chloride also believes that its managers play a crucial role in the success of its business. That is why Chloride has created a training programme based on Chloride's values for its managers, to enable them to support the Group's strategy and objectives.

Chloride has also created the "Young Talent" programme to promote the professional integration of young talent and offer them opportunities for professional development within the company.

Finally, Chloride has created the Chloride Academy to support the development of its employees and help them keep pace with technical developments in their professions. Chloride is convinced that these actions demonstrate its commitment to training, skills development and the promotion of its employees' talents, values that are at the heart of the company's philosophy.

9. BUSINESS ETHICS

9.1. Corruption

Corruption undermines public trust, disrupts public order, hinders fair trade and threatens economic and social development worldwide. It also jeopardises the financial stability and reputation of companies. At Chloride, we have established a rigorous anti-corruption policy, requiring all our employees to adhere to these principles, whether within the Chloride Group or in our international business relationships.

Our anti-corruption policy sets out clear guidelines for combating all forms of corruption that have a negative impact on society. These practices contribute to keeping certain countries in poverty by hindering access to public procurement, have a significant human cost in terms of prison sentences, and create unfair competition for businesses.

That is why Chloride is firmly committed to combating such actions, which are criminal offences that can engage the individual, managerial and corporate liability of the company itself.

➤ **What is corruption?**

Corruption is the act of promising, offering, giving, soliciting or receiving, directly or indirectly, money or anything else of value to or from a third party in order to obtain or retain a contract or any other undue advantage.

Corruption can be active or passive.

Active corruption occurs when a person obtains, or attempts to obtain, an undue advantage by offering or giving money or anything else of value to a public official or a third party.

Passive corruption occurs when a third party or public official takes advantage of their position to solicit or accept money or anything else of value in order to perform (or refrain from performing) their duties impartially, or to use their influence inappropriately.

There are many forms of corruption, such as bribes, facilitation payments, etc.

➤ **What is a bribe?**

A bribe is money or anything else of value offered or given illegally or unethically to influence someone's judgement or conduct, or to obtain a desired result or action. The bribe or "other thing of value" does not need to be of great value. Something as simple as a lunch or an invitation to a sporting event can be interpreted as "any other thing of value".

The following may constitute a bribe: cash, gifts, entertainment, meals or travel, training, business opportunities, employment, personal discounts or credits, assistance or support for a family member of a public official, political or charitable contributions.

➤ **What are facilitation payments?**

A small bribe or "facilitation payment" refers to a sum of money or a benefit given directly or indirectly to a public official for the purpose of securing the faster execution or completion of a routine act or service to which the payer is already entitled (by law or otherwise).

➤ **What is a kickback?**

A kickback is a category of bribe that involves offering or giving money or other valuable goods with the aim of obtaining or providing undue favourable treatment in a transaction. For example, in the Chloride case, a supplier offering to sell parts to the company agreed to pay a portion of the money it would receive from Chloride under the contract to a Chloride purchasing manager. In exchange, the purchasing manager unfairly awarded the contract to the parts supplier.

➤ **How can you recognise risky situations?**

It is crucial to note that some situations of corruption can be subtle, making them difficult to detect. It is therefore essential to remain vigilant and to be aware of certain potential indicators of attempted corruption.

Among these indicators, we must be particularly attentive to the following:

- Excessively high fees or commissions,
- Repeated and disproportionate hospitality, particularly in the form of travel or meals,
- A customer's insistence on involving an illegitimate third party,
- Unusual payment terms, such as cash payments, which violate Chloride's established rules.

In such situations, you must:

- Immediately report any suspicious activity or inappropriate requests to management or Chloride's Ethics Committee.
- Declare invitations that exceed the threshold set by the company.

Therefore, it is imperative to reject the following practices:

- Offering, accepting or promising anything of value in order to obtain or retain an undue advantage, including small sums paid to expedite the execution of an administrative procedure (facilitation payments).
- Offering or accepting lavish or extravagant gifts or invitations, as well as any cash gifts or equivalents, such as gift cards.

9.2. Collaboration with third parties

Due to our global presence and the nature of our business, Chloride works with external companies. These may be customers, suppliers, distributors, resellers, consultants or any other person or entity that is not an employee or subsidiary of Chloride.

To this end, Chloride has implemented a due diligence process with respect to these third parties and their services to ensure that they do not violate any international laws and that they conduct their business with a degree of diligence, honesty and integrity similar to that expressed in Chloride's Code of Conduct.

- Select third parties with an appropriate level of rigorous risk-based investigation (due diligence) before any collaboration with Chloride is permitted.
- Do not proceed if a third party presents a risk of violating any of the principles expressed in our Code.
- Ensure that third parties working for Chloride have a valid and approved contract once they have been selected.
- Report to your manager or the Ethics Committee to ensure that appropriate action is taken if a third party's behaviour is contrary to the principles of this Code.

9.3. Money laundering

Money laundering is the process of concealing the illegal origin of funds in order to make them appear legitimate. These funds usually come from serious crimes such as drug trafficking, human trafficking, theft, receiving stolen goods or extortion.

They circulate internationally, passing through international banks, money transfer companies and shell companies, before finally being reintroduced into the legal economy.

At Chloride, we attach great importance to the origin of funds and maintain business relationships with customers who have an impeccable reputation. To this end, we implement the following measures:

- Conducting thorough research on each new customer
- Examine the location of bank accounts and ensure that the flow of funds follows a geographically consistent path.
- Report any suspicions regarding the source of funds, particularly when the customer wishes to make a payment through an undeclared third party.
- Verify invoices to confirm that the bank details match the contracting entity and that the account is not different from the one previously declared by the third party.

9.4. Fair competition

Countries around the world have established competition law rules to prevent agreements and practices that could unduly restrict competition in the marketplace. At Chloride, we are committed to complying with these rules and maintaining ethical and legal business practices.

Here are some key guidelines for our employees regarding fair competition:

- Do not discuss sensitive data such as prices, manufacturing costs, production capacity, product roadmaps, tendering practices or any other confidential business information belonging to Chloride with a competitor of Chloride.
- Do not enter into agreements with competitors to fix prices, boycott suppliers or customers, or allocate products, territories or markets.
- Do not attempt to obtain confidential information or trade secrets from a competitor in an inappropriate manner.
- Avoid using negative sales tactics, such as spreading false information to disparage competitors' reputations.
- Do not engage in practices designed to eliminate competition in markets where Chloride is the leader, such as selling below cost.
- Do not enter into exclusivity or similar agreements without first consulting the Legal Department.

Employees in direct contact with suppliers or customers should be particularly mindful of antitrust laws and trade regulations. These areas can be complex, and Chloride encourages its employees to report any questions or concerns to the Chloride Legal Department.

It is important to note that failure to comply with laws and company policies may result in criminal penalties, including imprisonment and/or fines, as well as termination of employment. If you encounter a situation that you believe may constitute unethical or illegal business practice, contact Chloride's Legal Department.

9.5. Conflicts of Interest

It is your responsibility to avoid situations that could create a conflict of interest between your personal interests and those of Chloride. A conflict of interest arises when you use your position at Chloride to obtain unfair personal benefits, or when you or someone you know could benefit from a situation at Chloride's expense. For example, a conflict of interest would arise if you arranged for Chloride to purchase supplies from a distributor that you own, or that is owned by a friend or family member.

You must notify Chloride through your line manager as soon as you or a close family member acquires a financial interest or other benefit in property, patents, shares, lucrative opportunities or any other rights or assets directly related to your position at Chloride. It is essential to avoid not only actual conflicts of interest, but also any appearance of a conflict. If you have any doubts about what you can or cannot do, do not hesitate to seek advice from your manager or Chloride's Legal Department.

This approach is designed to protect both your integrity and that of Chloride. All potential or actual conflicts must be reported to your line manager and to the Chloride Ethics Committee. The Chloride Ethics Committee will evaluate all reported conflicts and determine whether a conflict exists and, if so, how to

resolve it. Chloride may implement adjustments or controls to avoid any conflict of interest, such as asking another Chloride employee to evaluate a supplier to eliminate any potential conflict.

9.6. Compliance with Laws and Export Controls

Chloride must conduct its business with honesty, integrity and in full compliance with applicable laws. No Chloride employee, for any reason, is permitted to commit an illegal or unethical act, or to induce others to do so.

Chloride and its employees, as representatives of Chloride, comply with the laws, rules and regulations that apply to its activities worldwide. Neither potential pressure from your manager nor the demands of commercial terms exempt you from complying with all applicable laws, rules and regulations.

The Chloride Group, including its subsidiaries worldwide, complies with European Union and United States export control and sanctions laws and regulations, as well as those applicable to each entity or its activities locally.

Export controls should be considered a central part of all Chloride business activities, including business development, sales, order entry, purchasing, research and development, production, logistics, human resources and network security. To ensure Chloride's compliance with applicable law and our policies, you must also determine whether any hardware, software or technical data received from third parties, including governments, may trigger export control requirements. If you do not understand how export controls apply to your role, please ask your manager or contact the Legal Department for guidance on commercial compliance issues.

9.7. Financial Integrity

Chloride is committed to maintaining accurate and complete financial and business records, as well as providing financial and other important information that is comprehensive, fair, accurate and timely. Our customers, investors and business partners rely on the reliability of our financial records and reports. It is imperative that financial data and operating results are never misrepresented. Furthermore, it is prohibited to intentionally enter information into company records that conceals, misleads or disguises the true nature of a transaction, result or balance. All actions must be conducted in accordance with the law and generally accepted accounting principles.

The responsibility for maintaining accurate records is not solely assigned to the finance and accounting department. Each of us must demonstrate integrity when handling financial documents, including expense reports and business transactions. Falsifying an expense report, even for a small amount of money, is considered fraud and theft and may result in disciplinary action, including dismissal, as well as legal proceedings.

The integrity of our financial reporting is particularly crucial for employees in sales or other positions where quotas must be met on a regular basis. We must never allow the pressure to meet sales or cost targets, or the prospect of earning additional sales commissions, to push us into taking steps to manipulate, accelerate or artificially inflate our sales results over a given period.

Examples of inappropriate behaviour include entering incorrect, misleading or exaggerated sales figures, as well as entering into artificial agreements regarding shipping, delivery, pricing, titles or other aspects with customers, distributors or other third parties.

The integrity of Chloride's financial records is essential. No employee or officer should take any action to influence, coerce, manipulate or fraudulently mislead the company's accountants or consultants during audits or reviews of the company's financial records for the purpose of making the resulting financial statements misleading.

9.8. Protection of Company Assets, Confidentiality and Digital Security

Chloride grants its employees access to its data and technological assets to support the company's mission and objectives. This information is a valuable resource for Chloride. The disclosure of this information, whether intentional or accidental, can result in adverse financial consequences for Chloride as well as negative repercussions for third parties. Data and technological assets encompass a wide range of information, including, but not limited to, areas such as technology, finance, production, marketing and management.

Ensuring the confidentiality of this information is of paramount importance. Our employees or former employees are not permitted to use this information for personal purposes or for the benefit of any third party outside the company. Employees are also prohibited from disclosing or publishing this information, except with the authorisation of the Ethics Committee. The above prohibition on disclosure or publication applies to the government, customers and partners, subcontractors, suppliers, competitors and the public.

In all circumstances, whether inside or outside the company's premises, each employee must take reasonable measures to prevent any accidental disclosure of this confidential information.

If Chloride or its employees are in possession of trade secrets or confidential information from government agencies, other companies or third parties, they are required to comply with the agreements entered into by those entities regarding the use and disclosure of such information. The same due diligence and restrictions apply to these trade secrets and confidential information as those imposed on Chloride's information. Employees are also strictly prohibited from using the trade secrets and confidential information of their former employers for the benefit of Chloride, as well as from using Chloride's confidential data and information for the benefit of future employers.

Digital security is a major concern, as a cyberattack on Chloride's critical facilities can impact the entire company. Digital resources made available to employees must be used in accordance with Chloride's IT charter. Users of these digital resources play a vital role in security, and it is crucial that they immediately report any concerns to the IS-IT department. Potential security issues include phishing attacks, spam, loss or theft of devices, malware, and suspected data breaches, among others. Chloride has implemented a security awareness and training programme to promote a culture of security within the company.

9.9. Data protection/GDPR

Chloride attaches great importance to respecting the right to privacy and the security of personal data and information, considering this to be a fundamental right. Chloride collects and uses personal information in a manner that is relevant, appropriate and consistent with legitimate business practices. Chloride's policy is to protect all personal information processed by or on behalf of the company and to comply with all applicable data privacy laws and regulations.

Personal information shall only be disclosed by Chloride to third parties when permitted by applicable law and with appropriate authorisation. The company has implemented a data privacy and information security programme that includes administrative, technical, organisational and physical safeguards designed to reasonably protect such information from threats, loss and unauthorised access or use. The security of personal information is tailored to its sensitivity in each case.

What you MUST DO:

- Process all personal information in a transparent manner and proportionate to the legitimate purpose sought, and in compliance with applicable laws.
- Work with business partners who share the same level of commitment to data protection.
- Ensure that the data collected is consistent with a legitimate interest and complies with the minimum legal requirements for retention periods.

What you MUST NOT DO:

- Do not allow unauthorised access to personal data.
- Do not use the data collected for purposes other than those for which it was legally authorised, thereby misappropriating its use.

9.10. Intellectual property, falsification and counterfeiting

Chloride attaches great importance to the protection of its intellectual property, whether it be patents, copyrights, trade secrets or confidentiality agreements. It is strictly prohibited to take, give, disclose or use Chloride's intellectual property without authorisation. Similarly, the use of another person's or company's intellectual property in violation of the law or contractual agreements is strictly prohibited.

Any fraudulent or suspicious behaviour, such as falsification, alteration or counterfeiting of qualifications, data, reports, certification documents, physical assets, logos or trademarks, must be reported immediately to your line manager or to the Quality or Legal Departments.

Chloride has implemented a supplier pre-approval system involving the finance, legal and purchasing departments. Once approved, suppliers are added to the list of authorised suppliers in our ERP system. All supplies of parts or materials must be sourced from these authorised suppliers.

Upon receipt of materials, their authenticity is verified through testing and inspection. If counterfeiting is suspected, the suspect materials are quarantined until authorisation is granted for their release. If counterfeiting is confirmed, Chloride will implement corrective measures and mitigation plans in accordance with internal procedures and/or legal or contractual requirements until the issue is fully resolved.