

Ethical and Deontological Statement of DUPESSEY&CO

DUPESSEY&CO is a French group specializing in transport, logistics, and flow management, with operations in France and Southern Europe. Our Group has a family history, having existed and grown for 55 years. Today, 550 passionate and complementary men and women make up DUPESSEY&CO.

We uphold values deeply rooted in the quality of human relations, continuous improvement, and our societal responsibility. These values define our identity and guide all our actions.

We are firmly committed to developing innovative solutions, honoring our contractual commitments, and reducing the carbon footprint of our activities. All this is done while ensuring the well-being of our employees and delivering excellence in services to our clients, partners, and suppliers.

To provide all stakeholders with optimal service quality, a trusted relationship, and secure services, we place the men and women of our Group at the center of our concerns.

Their well-being, safety, and integrity are absolute priorities. Through this ethical and deontological statement, we affirm our commitment to our employees, aiming to create a work environment where everyone feels respected, protected, and valued. This is a collective commitment, which we have translated into several concrete actions.

We invite every employee to commit to respecting these principles and contributing to the construction of a culture of ethics and mutual respect. Together, we can develop a work environment where everyone can thrive, feel safe, and contribute to the success of our Group.

1. # SCOPE OF APPLICATION

This Declaration applies to all companies within DUPESSEY&CO and all its employees, governing relationships between colleagues as well as with our subcontractors and clients.



2. # ENGAGEMENTS

2.1. Human rights

We are committed to respecting the fundamental rights of all individuals, including the right to dignity, freedom, and security, in accordance with national and international laws.

As such, we firmly condemn child labor, forced labor, and human trafficking and pledge never to tolerate them in our operations or supply chain.

We commit to acting with integrity and honesty in all our professional activities. This includes refraining from lying, misleading, falsifying information, or concealing relevant facts.

2.2. Compliance with laws and regulations

We comply with all applicable laws, regulations, and standards in every jurisdiction where we operate. We commit to acting ethically and maintaining legal and ethical business practices at all times.

2.3. Social policy

We are dedicated to providing safe, healthy, and respectful working conditions for all our employees, in compliance with occupational health and safety standards.

We treat our colleagues, clients, business partners, and all stakeholders with respect and dignity, recognizing the diversity of opinions, cultures, and perspectives. We reject all forms of discrimination, harassment, or inappropriate behavior.

We encourage open, simple, and clear dialogue between management and employees and across all departments, fostering a corporate culture based on trust, respect, and collaboration.

We commit to offering professional development opportunities and continuous training to our employees, promoting their growth and career advancement within the company. Finally, we value diversity, equity, and inclusion within our company. We strive to create a workplace where every individual is respected, valued, and treated fairly, in accordance with labor laws and prevailing European standards.

2.4. Confidentiality and conflicts of interest

We respect the confidentiality of sensitive or confidential information to which we have access in the course of our professional duties. We do not disclose such information to unauthorized third parties and protect personal data in compliance with applicable laws and regulations.

We avoid situations where personal interests may conflict with those of the company. In the event of a potential conflict of interest, we immediately disclose the situation to our superior or the appropriate department to take necessary measures.

2.5. Quality and Professionalism

We are committed to delivering high-quality products and services, adhering to professional standards and industry best practices. We continuously strive to enhance our skills and knowledge to better serve our clients and achieve professional excellence.



2.6. Social and Environmental Responsibility

We acknowledge our responsibility toward society and the environment. We act responsibly and sustainably, minimizing our environmental footprint and contributing positively to the well-being of the communities in which we operate.

3. MEMBERSHIP

By adhering to this Ethical and Deontological Statement, each member of DUPESSEY&CO commits to upholding high standards of ethics and integrity in all professional interactions.

We recognize that respecting these principles is essential to maintaining the trust of our clients, business partners, and society as a whole.

4. ADVERTISING AND ENTRY INTO FORCE

This Declaration is accessible to all employees of the Group, as well as to partners and subcontractors who request to consult it.

It is published on the DUPESSEY&CO website and on the Group's internal network, DIALOG&CO.

It takes effect from the date of signature.

Issued in Rumilly, on 06/05/2024

Emmanuel ANDRE
CEO