



For over 50 years, Synergie as a Group has ensured strict compliance with the rules of business ethics and integrity.

Our success in this has been made possible by the support shown for these principles by all our employees, our shareholders and our customers, together with a corporate culture that is based on strong values and our membership of the United Nations Global Compact, which we renew each year.

Our international presence requires us to pay particular attention to managing risks associated with corruption and influence-peddling. In order to meet these challenges, Synergie has established a system based on a Code of Ethics and Business Conduct, the objective of which is to make our ethical culture a reality by maintaining a high degree of vigilance day after day and adopting zero tolerance to any act of corruption, risk situations or conflicts of interest. We do this, in particular through:

- Mandatory training for all employees so that everyone masters these principles and applies them in full awareness
- Support for managers and the Compliance Department in the exercise of our activities, in our choices and in our daily practices.

Regardless of your position or mission in the Group, each of us is a stakeholder and guarantor of these values.

I count on the vigilance of each and every one in respecting and promoting all the principles of this Code with conviction.

Victorien Vaney

Président-Directeur Général Synergie SE

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