



CODE OF ETHICS

SES-STERLING[®]
www.ses-sterling.com

SES-STERLING is a company which has intelligently evolved over these past 90 years of activity. First and foremost, to fully grasp all future market requirements, it successfully forged partnerships with electric, pneumatic and hydraulic cable companies. This was seconded by its profound ambition to innovate which undeniably allowed the company to operate smoothly over nine decades. Last but not least, our ability to attentively listen to our customers combined with our endeavour to expand has enabled us to develop and boast faithful customers since 1928.

Our code of ETHICS wants to promote
“Peaceful Coexistence”
from a social, human and environmental standpoint.

This is a daily commitment towards the partners and
colleagues of **SES-STERLING**.

COMMITMENT TOWARDS FUNDAMENTAL RIGHTS

SES-STERLING undertakes to respect and support the Universal Declaration of Human Rights with no complicity in Human Rights violations. By Human Rights violations, **SES-STERLING** means any failure to respect human rights (affecting human dignity, physical or psychological abuse).

SES-STERLING undertakes to forbid any forms of legal, forced or obligatory work, notably child labour.

SES-STERLING undertakes to refrain from any sort of discrimination, regardless its nature. Any discrimination towards its employees or third parties is forbidden, whether (or not) it is based on race, sex, skin colour, religious belief, ethic and social background, disability, state of health, age, family situation and union activity.

SES-STERLING undertakes to ensure that work conditions are respectfully in line with the dignity, physical integrity and physical security of the employee.

SES-STERLING undertakes to refrain from any physical or psychological violence.

SES-STERLING undertakes to respect the right of its employees to elect their representatives.

ETHICAL COMMITMENTS

SES-STERLING undertakes to uphold its guarantee of trust and reputation with its clients by monitoring product quality using meticulous production methods.

SES-STERLING undertakes to manage its business in a responsible manner, to maintain reliable and exemplary work relations.

SES-STERLING undertakes to banish unlawful payments or practices, dismissing any form of corruption in its business transactions and undertakes to respect the laws and regulations in force within the various countries where the company is located.

It is notably forbidden to offer or promise any sort of incentives, financial or other, with the sole aim of unduly obtaining or maintaining a business transaction. It is also forbidden to reward a decision or receive an incentive for the violation of a regulation, regardless if this incentive is direct or indirect, including third-party assistance such as a business partner, supplier or sub-contractor.

SES-STERLING must refrain from offering or receiving money, gifts, loans, invitations or other special treatments regardless the nature, which are not justifiable, of a modest value, occasional and transparent.

SES-STERLING undertakes to base its decisions on its own needs rather than on the personal interests of its employees, families or friends, or on any other reason which could impact the impartiality of one of the parties.

SES-STERLING undertakes to respect the right of competition, refrains from any agreement with the competition with the intention of price fixing, bid rigging, marketing or client sharing, limiting the production or boycotting a client or supplier.

SES-STERLING undertakes to respect the laws and regulations regarding personal data protection of people, colleagues or third parties.



ENVIRONMENTAL PROTECTION

SES-STERLING wants to limit its environmental footprint.

SES-STERLING is striving, beyond the respect of international, European and national regulations, to implement or pursue initiatives contributing to environmental protection and limiting the usage of non-renewable natural resources.

SES-STERLING is striving to limit the amount of waste generated by its activity and to guarantee its environmentally correct treatment.

It is natural that our new factory in Hésingue fits in with all these values. Indeed, our new site aims to encourage development and innovation.

In line with this ethical charter, our new factory is the first company to be located on the Technoparc site in Hésingue, on a surface area of 40,000 m², with buildings that have been designed to be environmentally friendly, while being low in energy consumption and with a low carbon footprint.

Within this innovative and automated structure, men and machines work together to ensure that stocks are available as soon as possible.



CEO
Daniel ROLLIER

A handwritten signature in black ink, likely belonging to Daniel Rollier, the CEO.