



WESA

ANTI-CORRUPTION POLICY

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ANTI-CORRUPTION POLICY

The fight against corruption is everyone's business.

At WESA, we ensure that our company operates in an ethical, sustainable and responsible manner in all the countries in which it operates. Consequently, corruption, in any form, is never tolerated.

In order to support this ethical approach, a Compliance Programme has been implemented, including an Ethics Charter – the founding text –, associated policies, a dedicated organization (Ethics Compliance Officers and Ambassadors), and now complemented by an Anticorruption Guide.

Many national and international anticorruption regulations have been adopted, applying to all companies regardless of their sector of activity, location... The competent authorities have been active in the fight against corruption and strong cross-border judicial cooperation has developed. Thus, the responsibility of both companies and individuals has been engaged, with a risk of strong sanctions for all.

This Guide sets out the main principles of corruption and influence peddling. It is intended to assist you in your daily activities.

By adopting this Anticorruption Guide, we reaffirm our zero-tolerance policy towards corruption or any other practices that would be contrary to Business Ethics. This Guide applies to all Group employees and those who act alongside us, in our name or on our behalf.

We count on you to respect and promote this Guide so that together act in an ethical, sustainable, and responsible manner.

1. OUR EXPECTATIONS

- From our employees

As collaborators of WESA, we count on your full commitment to defending our ethical values and to making WESA a company recognized for its integrity.

By respecting and promoting our values, you contribute not only to reinforcing the trust of our clients, partners, and external stakeholders but also to protecting the company, its assets and all the collaborators, and above all yourself. We expect from each of you total respect for this Anticorruption Guide and for all internal dedicated rules, policies, and procedures provided by the Group.

- From our business partners

The WESA Group's companies may be held accountable for their business partners' behaviors (business providers, intermediaries, suppliers...).

Thus, it is essential that our business partners be informed of our zero-tolerance policy towards corruption and aware of this Anticorruption Guide. They must respect it.

WESA may need to refuse to work with business partners who do not respect applicable rules.

2. IN CASE OF DOUBT

Consult this guide

In case of doubts on the appropriate behaviour to be adopted, you must consult this Guide.

Get help

If you need assistance on a situation that you believe is contrary to Ethics and/or in case of persistent doubt, you can refer to your line manager. He/she will be able to help you identify the nature of the unethical behaviour.

He/she will guide you on the actions to be taken with regard to the nature of the alleged facts. If you do not feel comfortable speaking to your line manager or if no appropriate answer was provided, alert your Ethics Compliance Officer.

Raise a concern

WESA will not tolerate any form of retaliation against the person reporting an act of corruption in good faith and selflessly.

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Chairman and Chief Executive Officer
WESA LLC

