



CSR CHARTER



A WORD FROM THE PRESIDENT



Diesel Expert is a company specialized in the supply of strategic spare parts and maintenance services for thermal power plant operators and shipping companies.

As the owner of a family business, I have always been guided by strong values, respect for our employees, customers and business partners.

Our company values must be recognizable in the way we conduct our business, both internally and externally.

Faced with major societal, environmental and economic challenges, Diesel Expert is committed to building privileged relationships with its suppliers and customers through a CSR charter. In addition, being a supplier to large companies, DEX must be able to meet the duty of vigilance of these clients.

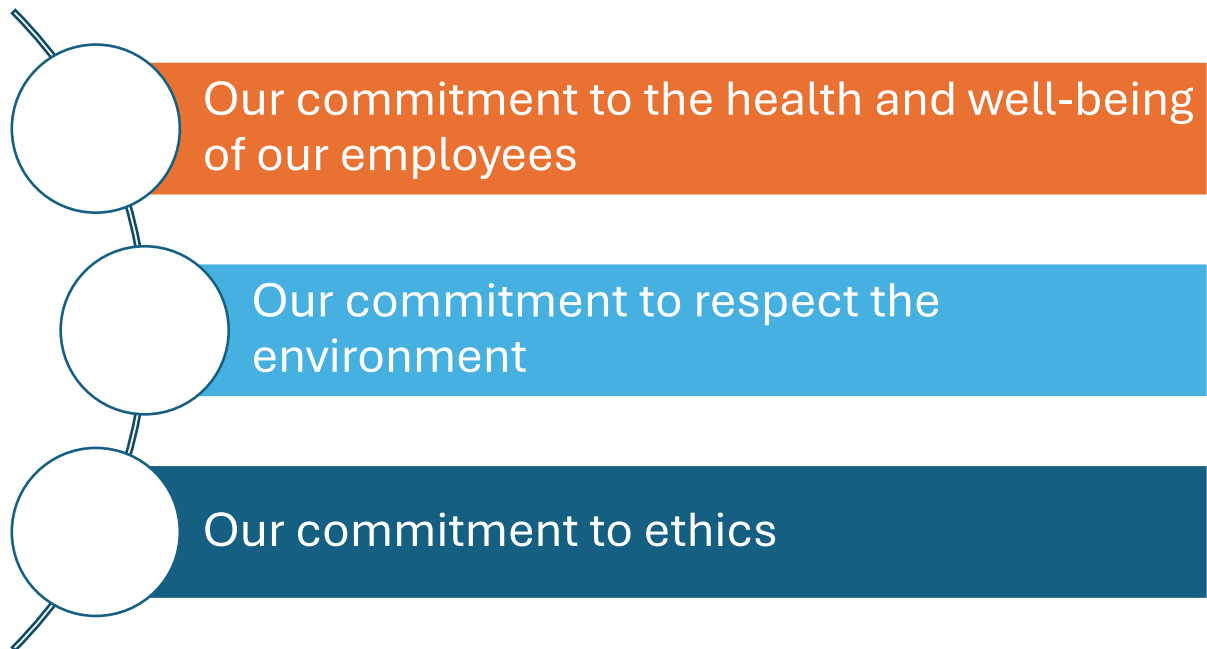
Our charter is based on four main principles.



Governance is made by a strategic committee of which I am a member. This committee ensures the implementation of the strategic decisions put in place.

Martin CHALIFOUR

OUR THREE PILLARS



Failure to comply with our charter is a mistake. It can be mild, serious, serious (if it causes serious disturbances and makes it impossible for the employee to remain in the company) or serious (if the employee's behavior intended to harm the employer or the company).

Failure to comply with our charter may result in:

- **Disciplinary sanctions (warning, dismissal for serious misconduct, civil or criminal).**
- **The non-selection of partners that would not respect the values of our company.**

OUR COMMITMENT TO THE HEALTH AND WELL-BEING OF OUR EMPLOYEES

Relations and working conditions

We attach importance to the well-being of our employees and their involvement in the company. We have opted for participative management where each employee can help the company evolve. A committee, structured around the technical director, has been created. It meets every three months to measure the progress of the actions undertaken and to improve them. Freedom is given to each actor to bring new objectives.

A healthy employment relationship between employer and employees is based on fairness and mutual trust. We are an equal opportunity employer.

Health and safety of our employees

Staff must work in a healthy and safe work environment. Our health and safety committee is mandated to set health and safety rules and policies and is responsible for enforcing them. Each and every one of us has a duty to keep ourselves and others safe. With the support of occupational medicine and the INRS, DEX has been implementing the necessary actions for several years to secure its staff during daily operations.

Combating harassment and discrimination

Harassment consists of any physical, visual or verbal behavior that harms the physical or psychological integrity of a person. Everyone has the right to a workplace free from all forms of harassment.

Discrimination is the exclusion of anyone who meets the expectations of a position within the company with regard to their origins, gender, sexual orientation, religion, etc.

Everyone has the right to his or her own religious convictions, and has the right to express them, without opposing the smooth running of the company and respect for others.

Formation

We believe that a company grows at the pace of the professional development of its employees. Training plans are developed by management based on individual and company needs.

We act to:

- **Assure anyone who feels harassed:**
 - **The right to lodge a complaint in the most confidential manner possible,**
 - **The right to have their complaint dealt with and analysed in a fair and equitable manner and, where appropriate, the right to have the harassment situation stopped.**
- **Respect for religious convictions without ostentatious signs.**
- **Continuous training of our employees.**

OUR COMMITMENT TO RESPECT THE ENVIRONMENT



DEX strives to respect the environment, from its warehouses to the delivery of goods to the customer.

We use special machines to make the packaging of the goods before sending them to our customers. We make crumpled paper mattresses in situ with recycled paper, for wedging goods in transport crates.

In accordance with the regulations in force, DEX ensures that the materials used to make the boxes have undergone phytosanitary treatments.

Resources are limited for all, we must preserve them

DEX strives to reduce the impact of its activities on the environment.

We recycle common packaging, hazardous products, etc. Selective sorting means are set up in the company with color codes.

In order to reduce the carbon footprint of transporting goods, we recommend that our customers consolidate orders in order to optimize the available spaces and avoid additional transport.

For the transport of goods, we monitor the CSR ratings of our freight forwarders and carriers using Ecovadis assessments.

Part of our business concerns the reconditioning of engine parts. For more than 25 years, DEX has been offering its customers the reconditioning of strategic parts. We have reconditioned more than 250 cylinder heads weighing more than one ton each and 2000 valve bodies of generator set engines.

We act to:

- Raising awareness among our employees to save resources.
- Reduce our energy consumption by controlling our consumption.
- We consolidate our customers' orders to reduce the carbon footprint of transport.
- We continue to promote the circular economy.

OUR COMMITMENT TO THE RESPECT OF ETHICS

Fair practices

In our interactions with suppliers, customers and competitors, we promote honest competition, treating them fairly and objectively, refraining from engaging in any unfair or deceptive activities, and refraining from disparaging a competitor's products.

Respect is what it takes to receive

Confidentiality of information

We consider our customers, suppliers and partners to be the key players in the success of our business. We respect the confidentiality of the information transmitted to us and no document may be disclosed without authorization.

Computer Science and Cybercrime

We make sure to secure our IT tools and systems. To do this, we have delegated the storage, protection and monitoring of our data to BZinc, an expert in IT and cybersecurity.

Our staff receive continuous training to combat any form of cybercrime. These trainings are provided by BZinc. Each employee participates in these mandatory training courses and receives a certification upon completion.

Fight against corruption and conflicts of interest

DEX is a trusted partner and should remain so. We attach great importance to the fight against all forms of corruption and conflicts of interest.

We ensure that our employees do not directly or indirectly accept any forms more related to our professional activities, whether in financial or material form, with a view to favouring a company or a person.

We act to:

- **To do business in compliance with the legislation against unfair competition.**
- **Do not disclose information transmitted to us without authorization.**
- **Train our staff in the fight against cybercrime.**
- **Remain a trusted partner.**