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THE MANAGER'S ROLE

Our commitments

- The **ERAM Group** expects its management to behave in line with the commitments stipulated in the Code of Ethics.
- The company's management must therefore promote ethical conduct and communicate the company's ethical approach by being available to answer questions asked by employees regarding the application of the charter.
- The manager must also, if he/she is unable to answer a question, direct the employee to the Ethics Committee. Ethical issues are rarely simple but should not be avoided.
- Furthermore, managers must integrate the company's ethical commitments into its commercial and financial objectives. The objectives are compatible and are linked.
- The belief of the Group and its management is that «doing good» for the right reasons, is always a good business practice. It is not in the interest of a company, in the long term, to use practices that run contrary to the principles of honest, humane and respectful management.

