



## Sofrecom's Guide of Good Ethical Practices



Each and every one of us must display integrity, professionalism and responsibility in their professional activities. Each one contributes to establishing and maintaining an environment of trust and quality, as well as fostering performance, initiative and team spirit.

In its Deontology Charter, the Orange Group has pledged to respect and ensure that everyone respects its values through principles of collective actions and individual behaviors. The Group Deontology Charter is the cornerstone of our ethical approach. It comprises the very core of our common values.

Adapted for Sofrecom, it represents, for every Sofrecom employee a common standard concerning the daily conduct to be respected amongst ourselves, but also towards our customers, our competitors and more broadly speaking, with regards to our environment.

Since its certification by Ethic Intelligence in 2010 for its anti-corruption program, been renewed in 2014, and its new certification by Speeki in 2022 Sofrecom has affirmed its position of zero tolerance towards any form of corruption.

It is an asset that gives confidence to our customers and partners.

The new Sapin II law applicable on 1 June 2017 accentuates the requirements in terms of prevention and repression, by requiring companies to implement adequate and evolving programs for the prevention and detection of corruption.

This is the opportunity for Sofrecom to reaffirm its fight against corruption, by evolving its ethical certification to include the new international standard ISO 37001.

The fight against corruption involves all of us and let's affirm our values.

It's the commitment of everyone that makes Sofrecom an ethical and responsible company!

  
**Guillaume Boudin**  
CEO Sofrecom Group