



ETHICAL CHARTER

Since 1997, Hicarex has been an industrial sub-contractor specialising in the manufacture of made-to-measure parts and sub-assemblies involving plastic injection, sheet metal working, machining, casting, mechanical welding and assembly.

We have built ourselves around strong human values which have contributed to the prosperity and sustainability of society. Loyalty, respect, cooperation, dialogue, and trust have helped build strong and lasting relationships with all our stakeholders.

This ethical charter formalizes the values that guide us in our daily actions and reaffirms to our employees, our customers, and our suppliers the framework within which we wish to carry out our corporate strategy and conduct our business.

The essential prerequisite for business ethics is our commitment to respect and act in accordance with the laws and regulations which apply at national and European levels, but also in the countries with which we maintain business relations. The integrity in all our actions and respect for stakeholders are essential values in carrying out our activity.

The work and competitiveness requirements necessary for Hicarex's success are based on values that contribute to achieving our economic objectives in the best conditions for all and in the search for mutual interest.

Our values

Loyalty:

We base all our relationships on respecting our commitments, demonstrating integrity in compliance with established rules. By demonstrating exemplary loyalty, we strive to maintain fair relationships while encouraging reciprocity from all our stakeholders.

Respect :

This is an essential value for the smooth functioning of exchanges, and promotes trust as well as open, balanced and calm communication.

Cooperation:

Each employee engages in the success of Hicarex; all constructive proposals that move in the direction of continuous improvement are heard and studied. Group cohesion and collective success are valued.

Dialogue :

We encourage open and cordial dialogue in all relationships and with all our stakeholders. We are committed to transparent and sincere communication with our customers in order to maintain a relationship of trust. We also pay attention to dialogue with all our suppliers as part of a relationship based on responsible purchasing. Dialogue within our team is valued because it promotes everyone's commitment, progress and efficiency while respecting everyone's work.

Trust:

This is an essential value for establishing strong and lasting relationships in all our collaborations. Trust must be mutual to establish long-term partnerships and strengthen the credibility and development of Hicarex.

Respect for human rights and people

Hicarex adheres to the fundamental principles of the International Labour Organization and attaches particular importance to the prohibition of child labour and forced labour. As part of our responsible purchasing approach, we have all our suppliers sign a "Responsible Purchasing" Charter so that they undertake to respect the major international fundamental principles of respect for human rights and labour legislation, and we ensure through regular visits and audits that these principles are effectively respected.

Hicarex is committed to respecting people and their work; everyone's behaviour must in no way harm the dignity of people. Relations between employees are based on the principles of mutual trust and respect. In accordance with the law, all forms of discrimination, pressure, harassment of a moral or sexual nature are prohibited.

Hicarex is vouching for the health and safety of all its employees and guarantees them a comfortable, pleasant, and peaceful workspace.

Integrity and anti-corruption

Hicarex resolutely undertakes to fight against all forms of corruption and advocates loyalty and integrity in all its business relationships. Due to its size, Hicarex is not subject to the so-called French "Sapin II" Act. However, in 2024, as a preventive measure, all our employees have followed a training module to understand the challenges of the Sapin II Act to combat all forms of corruption within the company.

Responsible purchasing

Hicarex is committed to developing and maintaining a relationship of trust with its suppliers and service providers throughout the established relationship. As part of our Responsible Purchasing policy, we have initiated a real dialogue with all our suppliers with whom we maintain a partnership of trust. We promote balanced collaboration and ensure that working, health and safety conditions are in accordance with international texts (Universal Declaration of Human Rights, Declaration on Fundamental Principles and Rights at Work, OECD Convention).

Data protection and confidentiality

Hicarex respects the privacy and personal data of its employees, customers, and suppliers. In accordance with regulations, we undertake to collect only the personal data necessary for the proper functioning of our activities, to provide transparent information on their use while guaranteeing the security and confidentiality of this data.

Environment

Hicarex is aware of the impact of its activities on the environment and is committed to limiting them as much as possible. We encourage eco-friendly actions by displaying a few simple principles to respect on Hicarex premises. We encourage commuting by public transport by reimbursing 100% of the cost of the Navigo Travel Card. We limit our greenhouse gas emissions resulting from business travel by favouring rail travel over air travel and by using hybrid company cars as well as installing electric charging stations. We are committed to regularly monitoring the evolution of our greenhouse gas emissions by conducting carbon audits.

The directors of Hicarex