

Subject: Seppic Ethical Commitments

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Dear Customer,

The Air Liquide group, to which Seppic belongs, has always acted within the framework of strong ethical principles. We support the highest standards in the conduct of our activity, in particular with regard to the respect of human rights, social rights and the environment.

The Group's ethics program is structured to ensure that our employees, suppliers, agents and distributors are committed to developing their activities with integrity and transparency in accordance with the rules of conduct. The program is based on the following elements:

- A [code of conduct](#) applicable to all Air Liquide group entities, in compliance with local regulations and which includes a chapter concerning anti-corruption.
- Specific codes of conduct are intended to illustrate certain key concepts of the code of conduct, for example:
 - a Competition Law Code of Conduct broken down by major geography
 - an internal Code of conduct for Digital Protection or Digital Security Policy
 - a [Supplier Code of Conduct](#)
- [Compliance with conventions and regulations applicable](#) to our sector of activity such as those of the International Labor Organization declaration of 1998.

The Group has developed **ethics awareness and training systems** which include several e-learning modules (online training):

- **An alert and control system**
- A clearly **defined organization and governance**

We hereby inform you that Seppic is subject to the aforementioned ethical policy approved by the Air Liquide group, particularly with regard to its commercial commitments. It is not possible to deviate from this policy or to approve any document related to ethics other than those validated by the Air Liquide group.

For all purposes, we invite you to consult the [page dedicated to ethics](#) on the Air Liquide website which responds to your requests.

Furthermore, aware of the growing interest of its stakeholders in matters relating to the duty of vigilance, the Group has published the document "[Air Liquide and its Vigilance Plan](#)" which presents its activities and the Vigilance Plan including its implementation report, as communicated in the 2021 Universal Registration Document, in accordance with article L. 225-102-4 of the Commercial Code.

Sincerely yours,

Hannes MOELLER
Chief Executive Officer

DocuSigned by:

Hannes Moeller

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