

# Hemodia Group's Charter of Ethics



To give meaning to our work, we decided to develop a company charter, indicating our values, and the resulting action principles, very clearly.

## I WANT TO ESTABLISH:

- a continuous dialogue with our employees, so we all improve together: we work together, we share common values
- a positive environment, where everyone can express themselves and make suggestions, this is possible if we have mutual trust and respect

## THE COMPANY MUST:

- help members to develop their skills and knowledge, provide the necessary assistance and training
- create a pleasant, open work environment, based on trust
- know how to encourage new ideas, suggestions and initiatives, for continuous improvement

**I believe that you are its only true value, and its future depends on your satisfaction**

## THE HEMODIA INDUSTRIAL GROUP CONSISTS OF THE FOLLOWING COMPANIES:

- Hemodia
- Hemodia UK
- Hemodia GmbH
- Hemodia Maghreb
- Hemodia Zaghuan

## THE HEMODIA GROUP INCLUDES:

- clients
- employees: all of us together
- products that treat people and improve their quality of life
- shareholders, who give it the ability to grow and develop

## OUR VISION

Excellence and flexibility: "Tailor-made, immediately", first slogan when the company was established in 1985.

A human enterprise:

- with a strong mind and controlled growth
- set up to produce quality products, ensuring profitability to guarantee future development and independence
- that promotes the development of everyone
- that values innovation

## OUR VOCATION

Our tasks include:

- designing varied medical devices, from making the moulds required to inject the polymer parts right through to delivery of the finished products
- assembling, packaging and sterilizing these devices
- making them available, in compliance with the regulations
- distributing complimentary products
- continuous research to develop new products and improve existing ones
- developing and marketing electromedical equipment

## OUR VALUES:

### TEAM SPIRIT - COMMUNICATION - RESPECT

Our management principles arise from these values, and are the practical, daily, real-world application. Team spirit, communication and respect are not empty slogans, but must be implemented, continually shaping and guiding our behaviour and relationships, both internally and with our clients, suppliers and shareholders.

**These values manifest concretely as follows :**

#### 1 - For EMPLOYEES

##### TEAM SPIRIT

- We listen to each other
- We pool our talents
- We contribute to collective goals while promoting the development of everyone

##### COMMUNICATION

- Our employees are informed about company life
- We commit to listening, exchanging, understanding, responding
- Our communication:
  - is based on truth and freedom of expression, in a defined context
  - aims to allow every one to support the company's goals and vision

##### RESPECT

- We want to promote development, improvement and support of employees
- We want mutual respect, for responsible behaviour
- We are mindful of how we communicate, to establish positive dialogue

#### 2 - For CLIENTS

##### TEAM SPIRIT

- We are motivated by client satisfaction
- We establish personal relationships
- Partnership with us is mutually beneficial

##### COMMUNICATION

- We inform them about our knowledge, products, and improvement of techniques
- We want to exchange, advise, assist and reassure, to meet their specific needs and produce a suitable product

##### RESPECT

- We want to uphold our commitments (deadlines, quality, price)
- The client's identity and point of view is taken into account, which requires consistently positive dialogue
- Each client should feel unique
- Our relationship is based on integrity

#### 3 - For PARTNERS

##### TEAM SPIRIT

- We create mutually beneficial relationships, based on trust, reliability, reactivity and the ability to grow together

##### COMMUNICATION

- We establish honest communication, which facilitates collaboration and anticipation
- We want to teach each other, share our needs and knowledge, to develop our products and services

##### RESPECT

- We are committed to upholding our mutual commitments, we are a loyal, honest partner

#### 4 - For SHAREHOLDERS

- We want to be a unified, supportive company, that listens to its market and the developments therein, and focuses on its aims and how to achieve them
- We share a common vision with our shareholders, in a relationship of trust and reliability, based on the long-term sustainability of the company

**This charter binds us, we are committed to upholding and applying it.**

The CEO  
Rémi TEULIÈRE