



ANTI-CORRUPTION FIGHT

Group management's statement

From the very beginning, Thermador's founders introduced operating rules based on transparency, exemplarity and honesty. Since 1968, we have managed to adhere to these values and uphold our excellent reputation.

With the globalisation of the group, and the increase in headcount and number of legal structures, it seems to be a good time to clarify the risks of fraud and corruption and to introduce internal control procedures.

Law n°2016-1691 of December 9, 2016 on transparency, the fight against corruption and modernisation of economic life (the so-called 'Sapin 2' law) has reinforced this ethical requirement. In 2017, we created two mail boxes so that any whistle-blowers could express themselves. We appointed two ethics officers to answer employees' questions, roll out the general anti-corruption system and ensure the confidentiality of information received.

We also appointed the three members of the Ethics Committee who are responsible for managing whistleblowing by protecting the confidentiality of stakeholders, and adopted the United Nations convention which deals with this topic:

https://www.thermador-groupe.fr/wp-content/uploads/united_nation.pdf

As a cornerstone of this anti-corruption system, we have worked with companies of similar size to our own within Middenext to draw up and adopt a charter that is suitable for us and representative of us. This has led us to drafting the Thermador group's anti-corruption code of conduct.

This document is a guide for all employees and managers of the group to help them can act with integrity, fairness and honesty in compliance with laws, regulations and internal policies as they stand. It is everybody's responsibility to think before deciding, and to adopt exemplary ethical behaviour. It is also our responsibility to report any act which seems to us illicit or suspect.

We count on you to ensure its application, both for yourselves and your teams, according to the rules appearing in our code of conduct.

Guillaume Robin
Chairman & CEO

Patricia Mavigner
Deputy CEO