

INTRODUCTION:

HYDROKARST is constantly improving and we are committed to implement internally sustainable development measures.

Respecting our commitments is part of our voluntary approach. Implementation of a Corporate Social Responsibility Commitment charter is an opportunity and an essential performance leverage to improve economic, societal and environmental issues.

It is a key factor to HYDROKARST long-term sustainable development, and it guarantees progress and sustainability.

OUR COMMITMENTS:

With this charter, HYDROKARST wants to share its commitments with its present or potential suppliers and business partners.

1. HUMAN RIGHTS, WORKING CONDITIONS AND RELATIONSHIPS

Human rights:

We are committed to respect rights, liberties and fundamental principles of dignity, freedom, citizenship and justice.

We are committed to respect The International Labor Organization's Fundamental Conventions (ILO), i.e. equal remuneration, freedom of association and collective bargaining, and elimination of discrimination.

Work environnement/working conditions:

We strives to associate with partners and suppliers who share the same high standards of rights, health, and security in the workplace.

Our personnel are often exposed to the same risks. Beyond the strict compliance with regulations, it is important to share general principles of prevention and to identify situations of incidents or ensuing accidents. Efficient methodology, smart training, and good practices can be developed through partnerships with suppliers and other professionals at local and national levels.

Our action plan for occupational health and safety is based on:

A / Preventing health and safety risks in order to preserve the safety and the physical and mental health of the workers. This can be done through site-specific risk analysis and by tackling subjects such as harsh working conditions but also by implementing appropriate training.

B / Definition and implementation of preventive measures to ensure health and safety of our staff, subcontractors...etc. involved on site. These measures will be defined through specific methodologies and procedures defined for each project.

C / Occupational Risks Assessment Document listing the risks related to our activities with an action plan to eliminate or reduce risks. This action plan covers most important risks (with rating and priorities).

Our staff is qualified and trained in order to meet requirements of the work to be carried out. Continuous training and knowledge of applicable standards and regulations, are part of our QSE training policy.

2. ENVIRONMENT, COMMUNITY ET LOCAL DEVELOPMENT

We comply with all current environmental regulations and we make sure that our activities properly respect natural environment and surrounding by:

A / Defining environmental measures to be implemented for each project

B / Complying with measures defined after environmental analysis of site. Implementation of waste treatment and recycling process to reduce and limit environmental impacts. This includes researching solutions and technologies that are more environmentally friendly,

C / Drawing up environmental compliance plans, including waste management plans (SOGED/SOPRE) to be carried out by our on-site personnel

D / ISO 14001 certification, which demonstrate our commitment to have effective integrated system for managing environment, health, safety and quality.

E / Favoring local economic network by choosing local partners, close to the work site, in order to reduce environmental impacts of projects (carbon footprint and transport plan).

3. LOYALTY AND ETHICAL PRACTICES:

Competition, fairness and transparency: HYDROKARST does business in accordance with principles of honesty and fairness and compliance with trading and commercial regulations.

Independence: We respect neutrality during "purchasing" process and therefore we do not offer any advantages to our customers (invitation, gift, others...). However, good relations can lead, in a measured and transparent manner, to exchange of promotional gifts of symbolic value, meals and professional invitations, as long as they are reasonably priced. These occasional practices are forbidden during negotiation and contract signing phase.

In that same context, and in order to ensure our integrity:

- **with our customers:** We carry out business through a Tender Department independent from Works Department.

- **with our suppliers:** We are committed into improving "conscious purchasing" methods.

Confidentiality: HYDROKARST is committed not to provide confidential information in order to obtain preferential treatment for ourself or for a third party.

Corporate Social Responsibility: For tenders that allow it, we ask our partners to present their Corporate

Social Responsibility actions and to promote them as competitive advantages.

Customer feedback policy: We implement internal (Site / Support Services) and external (Site / Support Services / Customer) feedbacks (REX) which are essential elements for our progress. Capitalizing on lessons learned is an opportunity to share and learn for all stakeholders regardless of their hierarchical level and status.

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C.E.O.

