

business principles.

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As leading player in high-technology consulting and engineering, RANDSTAD DIGITAL FRANCE is a responsible and socially and environmentally committed group.

A trusted partner, we help our customers shape their future through the implementation of innovative technological solutions, all over the world.

The values of RANDSTAD DIGITAL FRANCE - Entrepreneurship, Trust and Team Spirit inspire us on a daily basis and guide us in our decisions.

- entrepreneurship (the entrepreneurial spirit): we demonstrate open-mindedness, proactivity, innovation, creativity, flexibility, agility. Our conviction: the solution exists and we will find it!
- trust: we give our interlocutors our full attention. We are committed to our clients and our talents and we demonstrate integrity and transparency.
- team Spirit: around the world, our teams are mobilized, help each other and work together to serve our customers. We celebrate the successes of our employees, we provide them with constructive feedback, we keep our commitments to them, and we support them every day with the same passion. We encourage diversity and our multicultural teams are our strength.

These strong and differentiating values are essential for building lasting relationships with our interlocutors.

As a subsidiary of the Randstad group, our business principles is structured around its 5 fundamental values. These are perfectly in line with the entrepreneurial spirit and values of RANDSTAD DIGITAL FRANCE:

- to know,
- to serve,
- to trust,
- simultaneous promotion of all interests,
- striving perfection.

The code of ethics includes 16 principles responding to the three axes of social and environmental responsibility ("CSR"). These principles are of course in compliance with the national laws and regulations which govern our activities and the procedures established by RANDSTAD DIGITAL FRANCE.

With its code of ethics, RANDSTAD DIGITAL FRANCE reaffirms its desire to develop the skills of the women and men who exercise their talents there, while respecting their differences.



preamble.

As a major player in the high-tech engineering sector, RANDSTAD DIGITAL FRANCE is aware of the importance of acting with integrity and respect for human rights.

This code of ethics ("Business Principles") is based on the fundamental values of the RANDSTAD Group: to know, to serve and to trust, to promote the interests of each person and to seek perfection. These values help us make the right choices. Bearing a positive message, this code is the common thread that allows us to put them into practice and ensure that the needs of the world in which we work on the one hand, and our personal and professional behavior on the other hand, converge and reinforce each other.

RANDSTAD DIGITAL FRANCE is a signatory of the United Nations Global Compact. We therefore respect and support its ten principles relating to human rights, labor standards, the environment and the fight against corruption.

The principles on labor standards correspond to those provided for in the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work: freedom of association and the effective recognition of the right to collective bargaining, the elimination of any form of forced or compulsory labor, the effective abolition of child labor and the elimination of discrimination in employment and occupation. We are committed to integrating the principles of the Global Compact into our strategy, our culture, our daily activities and, of course, our own code of ethics.

RANDSTAD DIGITAL FRANCE is also aware of its responsibility in terms of external relations. In the context of interactions with its candidates, suppliers, customers and other commercial partners, RANDSTAD DIGITAL FRANCE makes every effort to enforce its code of ethics and promotes active and ongoing dialogue with stakeholders in the world of work.

This code of ethics brings together all the basic principles to be respected. We must also ensure that we respect all laws, human rights and internal policies and procedures at RANDSTAD DIGITAL FRANCE; no one is allowed to deviate from it. If this code conflicts with local or national regulations, the latter should be applied, while striving to act in compliance with the code of ethics. Some of our ethical principles will be detailed in specific internal Policies and Procedures.



to know.

Notre professionnalisme repose sur une expertise métier et une connaissance fine de nos clients et de leurs entreprises. Dans notre métier, le sens du détail fait souvent la différence.

We know and comply with international human rights principles, Randstad's internal policies and procedures, and the laws that govern our business

We know and comply with competition and antitrust laws. All employees have a personal responsibility to acquire the knowledge and understanding necessary to act in accordance with the general principles of competition law. RANDSTAD DIGITAL FRANCE provides its employees with a set of tools enabling them to do so, and supports them in their day-to-day work.

We know and comply with the laws on insider trading and market abuse of Randstad's shares or securities.

We make sure that our records (including those containing personal information) are created, used, stored and destroyed in accordance with the law. We respect the key principles of proportionality, relevance, security, confidentiality and personal rights when collecting, processing and storing data on our employees, candidates and customers (French Data Protection Act).

to serve.

We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

We conduct business in a fair and ethical manner and avoid any situation that could create a conflict of interest, or the appearance of conflict, between the interests of RANDSTAD DIGITAL FRANCE and our private interests.

We do not offer, pay or accept bribes or anything of value that could create undue influence or the appearance of inappropriate behavior.

We do not offer or accept gifts or hospitality or anything of value that could create undue influence or the appearance of inappropriate behavior.

to trust.

We attach high importance to human relations and collaborate with our interlocutors with the greatest respect and consideration.

We treat others fairly, act with care and consideration and respect human rights. We do not tolerate intimidation or harassment in any form.

We respect the right to privacy, ensure that confidential information is kept confidential, and do not abuse the confidential information of others.

We do not misuse Randstad property, including hardware, software, systems and databases, for personal purposes.

simultaneous promotion of all interests

We see the bigger picture and take our social responsibility seriously. Our business should always benefit society as a whole.



We value diversity and inclusion. We are committed to equal opportunities and do not discriminate on the grounds of age, physical appearance, actual or assumed membership of an ethnic group, nation or race, membership or non-membership of a particular religion, state of health, sexual orientation, sexual identity, pregnancy, family status, disability, surname, sex, trade union activities, genetic characteristics, morals, political opinions, origin and place of residence.

We do not engage with anyone who is connected with terrorism or other criminal activities

We do not make contributions to candidates for public or private office, to political parties or other political interests.

striving for perfection.

We always seek to improve and innovate. We are here to delight our clients and candidates in everything we do, right down to the smallest detail. This gives us the edge.

We regard health and safety in our business as the utmost priority, especially for our collaborators.

We maintain and provide full, fair, timely, accurate and understandable contracts, records and financial information.

We take into account and seek to minimize the environmental impact of our business. We are committed to a global approach to sustainable development, with a dedicated charter and a responsible purchasing policy in France.

in case of infringement.

In the event of an infringement of one of the principles of the Code of Ethics, employees are invited to give priority to the usual (local) channels for reporting, i.e. the hierarchical line, dedicated bodies and the single alert system, subject to compliance with the infringements listed in this system.

In practice, alerting management is the preferred process, as it is the quickest and also the best way of guaranteeing an open and transparent working environment throughout RANDSTAD DIGITAL FRANCE. If local whistleblowing procedures prove to be inappropriate or ineffective, RANDSTAD's unique whistleblowing system may be used as a last resort, subject to compliance with the offences listed in the system.

All facts communicated under this procedure will be treated as strictly confidential. An alert made in good faith will not expose its author to any sanction. An investigation will be launched without delay, and the necessary corrective action will be taken to resolve any problems encountered.

For RANDSTAD DIGITAL FRANCE's unique whistleblowing system: see dedicated section on the intranetsite for employees and on the internet site www.randstaddigital.fr

These systems comply with French labor law and privacy regulations, as attested by the prior authorization obtained from the Commission Nationale Informatique et Libertés (CNIL).



