

# SYMATESE'S ETHICS CHARTER



FOR A STRONG  
ETHICAL CULTURE,  
OF TRUST,  
TRANSPARENCY,  
OF SHARING  
AND COHESION.



## A WORD FROM OUR GENERAL MANAGER JEAN-PAUL GÉRARDIN

At Symatese, we explore and create medical solutions for reconstruction, restoration and rejuvenation. These products, made available to the medical community, are the result of our technology platforms and expertise in the areas of biopolymer extraction and processing, as well as silicone elastomer and polymer processing.

We work in partnership with leaders in the medical and cosmetic industries with whom we share our knowledge to develop the best solutions. We also market our own branded products directly to healthcare professionals through our own sales network.

We provide innovative therapies, which are tested in clinical performance and safety studies, to surgeons, physicians and aesthetic practitioners.

**Today, more than 25 million patients a year benefit from our technology platforms through practitioners around the world.**

Our shared core values are ethics, responsibility, respect, cohesion, agility, trust and a results-oriented culture. These values are the basis of SYMATESE's mission.

Today SYMATESE wishes to take up a new challenge by integrating CSR solutions and actions in a structured way within its technological and scientific expertise in order to offer all its stakeholders solutions in line with the challenges of today and tomorrow.



## OUR ETHICAL CHARTER

This charter applies to all Symatese employees, wherever the Group is present, as well as to all its stakeholders, in order to establish and maintain trust in their professional relationships.

This Charter may be supplemented by local charters or codes that comply with local regulations.

Each employee of the group must feel responsible for the application of these rules of conduct.

Each employee must be aware of his or her rights and duties; he or she agrees, independently and voluntarily, to regularly formalize the fact that he or she has read and understood the Charter and its annexes.

SYMATESE has always attached great importance to transparency and ethics in the relations between all the players involved in its business project.

The French law of December 9, 2016 requires companies to fight corruption and influence peddling, which leads us to formalize a self-protection system at the level of all our subsidiaries.

We see this requirement as an opportunity to describe the ethics expected of everyone in their business dealings.

In this way, we want everyone, in the performance of their duties, to preserve the integrity and good reputation of the group.



# MAINTAINING TRUST WITH OUR STAKEHOLDERS

## QUALITY, A CORPORATE CULTURE

The safety and performance of our medical devices remains our top priority, to meet the needs of millions of patients worldwide.

The quality management system implemented at Symatase has allowed us to build a strong trust with our partners and indirectly their patients. We integrate daily and at all levels of the company a quality requirement for all our products.

Thus, at all stages of the design, development, production and marketing of our products, we are committed to respecting the laws and regulations, as well as the highest applicable standards in terms of research, development, manufacturing, quality, traceability and safety.

Symatase is committed to informing all its stakeholders in a clear and transparent manner through responsible communication in order to continue to develop safe, quality devices and to provide equally high quality services to its customers, while keeping the well-being of patients in mind.

Symatase makes every effort to comply with current environmental requirements and keeps a close watch on applicable regulations in order to rigorously follow developments and comply with them.

Symatase has established a true CSR approach that is part of a sustainable balance taking into account the 3 pillars (social, environmental and economic), through concrete actions at all levels of the company.





## ETHICS, A MATTER OF COURSE

Symatase commercializes high performance and excellent quality products in compliance with national and international legislation, while rejecting unfair or illegal practices contrary to free competition.

the group undertakes to comply with applicable customs legislation and to submit to economic and financial restrictions applicable in certain countries and undertakes not to infringe laws relating to competition law and to respect its competitors by treating them fairly.

### **Thus, Symatase is committed to :**

- Conduct business in a healthy environment with integrity.
- Not to be in a conflict of interest situation.
- Act in good faith.
- Not to abuse its possible dominant position (ex sole supplier).

### **Symatase employees are forbidden to :**

- Getting along with competitors (market allocation, pricing)
- Discriminating in price in similar markets
- Blacklist a supplier or a customer.
- To practice denigration, to exchange confidential commercial information outside a secure contractual framework...
- Accepting disproportionate financial advances or gifts.

All actions related to corruption are detailed in our anti-corruption policy, which every employee is obliged to read.



# WORKING IN COMPLETE CONFIDENCE

## THE RESPECT OF OUR COLLABORATORS, A WILL

Maison Symatese pays particular attention to its employees, placing them at the heart of its corporate strategy. By integrating a CSR manager and an HSE manager, the company wishes to guarantee a benevolent and safe working environment.

In this context, Symatese prohibits all forms of discrimination, intimidation or harassment and does not tolerate any form of violence. Our HR department monitors these abuses in order to provide our employees with the best possible working environment.

Symatese has a prevention plan through a defined HSE policy in order to maintain the health and safety of its employees; they are committed to respecting the health and safety instructions that are communicated to them.

Symatese is committed to welcoming and developing the talents and skills of its employees by guaranteeing equal opportunities in their professional development and by supporting the development of employees through a dynamic and diversified training policy. Symatese is committed to a quality of work life approach and confirms its desire to offer its employees working conditions that promote fulfillment, commitment and efficiency at work.



## RESPECT, A STRONG VALUE AT SYMATESE

The material made available to them within the strict framework of their professional activity must be respected by each of our employees, with the 4Rs principle that we have developed in our Environmental manifesto.

Any form of plagiarism, or copying of protected documents, or acts of counterfeiting is formally prohibited and the collaborators commit themselves to respect the intellectual property rights in force.

All Symatense confidential information to which employees have access, such as trade secrets, marketing plans, confidential future projects, and legal or financial data, must be protected.

**Symatense and its stakeholders are required to comply with applicable data protection laws:**

- The General Data Protection Regulation, RGPD (Regulation n 2016/679), which is the reference text on personal data protection for our employees and in the context of clinical studies.

Personal data is any information that can be used to identify a natural person, directly or indirectly.

This personal information can be that of our customers, patients, suppliers, partners, distributors and of course the group's employees.



## OUR PROFESSIONAL RELATIONSHIPS, AN ASSET TO BE PRESERVED

Symatase is committed to acting in a fair and professional manner in all business relationships with public authorities, providers, healthcare professionals and competitors.

Each employee must ensure that he or she is not in a conflict of interest situation when making decisions. In such a case, the said employee must declare this state of affairs to his or her hierarchy and thus favour transparency.

Each employee who comes into contact with a healthcare professional has a duty to know and respect the regulations and to apply the procedures in place within the Group.

An anti-corruption policy has been drafted to enable employees to comply strictly with the law. In addition, training will be provided to the employees concerned.





