FDS PRO

2026 ETHICS CHARTER

Corporate Social Responsibility Policy

FRANCE DETECTION SERVICES

Preamble

The purpose of this Charter, in direct connection with the values and commitments that drive France Détection Services, is to establish a general framework within which the behavior of each employee of the company — and more broadly, each stakeholder linked to the company (customers, suppliers) — must fall.

It serves to make everyone aware of the values and ethical principles in place within the organization.

It is therefore primarily addressed to France Détection Services teams, whether permanent or temporary, but it must also have an influence that extends beyond : customers, suppliers, partner companies, etc.

Accordingly, this Charter is communicated to all employees by means of posting and specific communications. It is given to each new employee so that from their first day of work, they become familiar with the ethical principles that govern the work environment and framework.

It is also communicated to all stakeholders of the company, who take note of it.

This Charter is intended to evolve, in line with the very development of the organization's purpose, and with regulatory developments in terms of CSR.

Message from the President and general management

« Dear employees, partners and stakeholders,

As President, I would like to share with you our commitment to build a responsible company grounded in respect and ethics.

'Growing together', our purpose, guides every decision and every action within our company.

Today, with our ethics charter, we clearly affirm our values: integrity, responsibility and, above all, trust. These principles lie at the heart of the way we work, collaborate and progress.

I am committed to bringing these values to life every day and I count on you to uphold them with me.

Together, let us continue to grow, learn and surpass ourselves, making ethics a pillar of our success. With all my trust and commitment."



Vincent AVIAS

« Dear teams,

Following Vincent's message, I would like to highlight the importance of our collective commitment to shared growth, rooted in our ethical values.

As Human Resources Director, I am particularly keen to ensure that our working environment reflects these principles, thereby fostering the well-being and professional fulfilment of everyone.

The ethics charter we are adopting today is more than just a document; it reflects our desire to jointly build a working framework in which respect, integrity and trust are the pillars of our daily lives. It guides our actions and decisions, with respect for each individual and our differences, thus ensuring harmonious and sustainable development for all.

I stand by your side to make these principles a reality, ensuring that our HR policies support and strengthen this vision. Together, let us work towards an environment where everyone can grow, contribute and feel valued, in a company that puts people at the heart of its priorities.

Let us make our company a model of ethics and well-being at work,"



Emilie AVIAS

WHO DOES THIS CHARTER APPLY TO?

The Charter applies to all FDS PRO employees from their very first day in the company. It also applies to temporary staff, seconded personnel, and school interns, who receive a copy of this Charter upon hiring.

Respect for human and ethical values is one of the key pillars that FDS PRO wishes to uphold and pass on to its employees.

The company's Executive Committee is therefore fully committed to the application of these provisions and is its guarantor.

This Charter is brought to the attention of all stakeholders of the company:

- To our suppliers, who undertake to comply with its principles
- To our clients, as a guarantee of our social, environmental and ethical policy
- To all our partner companies, in order to further promote our CSR approach

HOW TO MAKE PROPER USE OF THIS CHARTER?

FDS PRO provides this Charter to its employees and partners so that everyone can ask themselves the right questions when faced with a new issue related to ETHICS.

As such, any employee/partner confronted with a new situation should ask themselves the following questions:

- Is it in line with the provisions set out in the France Détection Services Ethics Charter?
- Do I have the right to do it? Is it legal ?
- What would be the impact of my action/decision on my colleagues/stakeholders and how could I justify my action/decision?
- Would I feel comfortable if my action/decision were made public internally and externally?

If the answer to any of the above questions is no, or if you are in doubt, the first thing to do is:

- ✓ For employees, to consult the appropriate people (your manager, the HR Department) and discuss the matter openly. FDS PRO encourages open discussion on this topic. Rather than embarking on a risky action, it is better to discuss it beforehand in order to assess the real impacts, adapt your behaviour accordingly and limit potential risks.
- ✓ For a partner, to contact their FDS point of reference, who will provide guidance to best approach the situation encountered.

Bearing in mind ethical questions will promote a global reflection among all actors of France Détection Services.

Summary

1. OUR ETHICAL COMMITMENTS 3
Compliance with legislation 3
Compliance with human rights 4
Anti-corruption 4
Confidentiality 6
2. FDS AND ITS VALUES 6
Ecological Responsibility 6
Performance 6
Personal and Collective Development 7
Customer Service 7
Quality and continual improvement 7
3. FDS AND ITS TEAMS 7
Human resources policy 7
Health and safety at work 8
Loan of company property 9
4. FDS AND ENVIRONMENT 9
5. FDS AND ITS CUSTOMERS 11
Commercial policy 11
Quality policy 11
Marketing policy 11
6. FDS AND ITS SUPPLIERS 12
Compliance with legislation 13
Compliance with human rights 13
Working conditions 13
Transparency and traceability 13
Business ethics 13
Gifts 13
Environment 13
Collaboration and communication 14
Sanctions 14

1. OUR ETHICAL COMMITMENTS

They reflect the reality of our practices and values that France Détection Services intends to uphold and promote.

Compliance with legislation

France Détection Services undertakes to comply with the laws and regulations in every country in which it operates.

Compliance with the law is a fundamental value and is everyone's responsibility.

All employees, and in particular Managers, are required to be informed of the applicable rules within the Company relating to their area of responsibility, to comply with them, and, in case of doubt or need, to consult the appropriate departments to obtain additional information and advice.

Compliance with human rights

We are committed to respecting and promoting fundamental human rights as defined by international reference texts.

No act of discrimination, harassment, forced labour or exploitation will be tolerated. We strive to create an environment based on dignity, fairness and respect for every individual under all circumstances.

Our anti-harassment and workplace violence policy and compliance with its provisions are part of our internal regulations.

Fair competition

FDS ensures compliance with competition rules so that competition remains fair and equitable. No action must prevent, restrict or distort competition.

FDS rejects all unfair competitive and commercial practices, including any collusion with competitors or any concerted practice relating in particular to financial conditions, allocation of services, markets or clients.

Any formal agreements but also any concerted practice or informal discussion having the effect or aim of restricting free or fair competition are prohibited.

Thus, financial conditions are determined independently, and our competitors and clients must take their decisions freely.

Anti-corruption

FDS is committed to combating acts of corruption, influence peddling, extortion, misappropriation of public funds, favouritism or any other breach of integrity in the countries in which it operates.

Definitions:

Corruption: offering, promising, giving, soliciting or accepting an improper advantage in order to influence a decision.

Influence peddling: using a real or perceived position of influence to obtain an advantage.

Gifts and hospitality: ordinary business practices which do not, in themselves, constitute acts of corruption (definition of the French Anti-Corruption Agency).

Scope of application

- All employees, regardless of their hierarchical level
- Directors and corporate officers
- Partners, suppliers, subcontractors, consultants, public officials and any other third party acting on behalf of or for the company

Principle

In order to comply with the requirements of the French "Sapin II" law of 9 December 2016, aimed at guiding the day-to-day actions and behaviour of employees, it is strictly forbidden for any employee or representative to:

- Offer or accept gifts, benefits or hospitality exceeding the limits defined in the Internal Regulations applicable to all employees, and the limits set out in the gifts and hospitality policy in this Charter
- Offer or accept gifts, benefits or hospitality likely to influence a business decision or conceal a counterpart (contract signature, award of a public contract, preferential hiring, etc.)
- Make facilitation payments
- Use company funds or assets for personal or unlawful purposes
- Enter into contracts with partners without prior due diligence

Failure to comply with these principles exposes the company to numerous risks:

- Legal (penalties, contract termination, exclusion from public tenders)
- Financial (legal costs, loss of revenue)
- Reputational (poor image, loss of clients and trust)
- Operational (disruptions to supply, staff departures, suspension of activities following legal investigation)
- Human (deterioration of social climate, loss of ethical values)

Alert mechanism

Any gift received from a supplier or client with a value exceeding €20 must be handed over to the President or reported to him by email for off-site employees.

A whistleblowing system has been put in place to report any suspicious behaviour falling outside the limits defined in this Charter :

abarbier@fdspro.com
06.64.13.86.98
A collaborator who witnesses an attempted act of corruption is considered implicated if he fails to report it.

Sanctions

FDS PRO may terminate its business relationship with a client or supplier in the event of a breach of this principle.

Any violation of this policy may lead to disciplinary action against employees (up to and including dismissal), and may also result in criminal prosecution.

Conflict of interest

Law No. 2013-907 of 11 October 2013 on transparency in public life defines a conflict of interest as "*any situation of interference between a public interest and public or private interests that is likely to influence or appear to influence the independent, impartial and objective exercise of a function.*"

Within this framework, FDS prohibits any position of influence by an employee over a company decision that may give them a personal advantage or favour a relative or close associate.

FDS commercial decisions are made objectively, without any personal consideration.

Any activity or task performed by employees or members of FDS governing bodies that goes against the interests of the Company is prohibited.

Confidentiality

FDS strives to ensure the confidentiality of data, information, know-how, intellectual and industrial property rights and trade secrets relating to its activities.

Employees are therefore required to keep confidential information relating to FDS, its customers, its suppliers and its employees strictly to themselves. This obligation continues to apply even after leaving the company.

All confidential information must be kept and remain confidential, unless it has been publicly disclosed with proper authorisation.

Each employee must ensure that any information that is not public remains strictly confidential. This confidentiality obligation covers all information relating to the Company.

Each employee must also:

- limit the disclosure of confidential information to only those who have a legitimate need to know;
- keep secure all confidential data relating to the Company's activities and to the companies it does business with, regardless of the format (paper or electronic)

2. FDS AND ITS VALUES

The company's values are an integral part of the DNA of France Détection Services.

They are displayed within the company as the banner of what unites the teams and helps them grow together, and are presented by the Human Resources Department to new employees; ensuring that partners embrace them is everyone's responsibility.

France Détection Services places great importance on Managers taking ownership of this topic and reporting any behavior that contradicts these strong values.

Soft skills are part of the key competencies of the company's Human Resources approach and policy.

Our purpose: Growing together!

Ecological Responsibility

#ecological ambition #innovation #future #resource preservation (water)

FDS PRO is committed, through its corporate vision, to ensuring a balance between the development of its activities and corporate responsibility in environmental matters. More than just a value, FDS PRO is firmly rooted in this sector of activity.

Performance

#economic framework #sustainability #rigour #corporate

FDS PRO enjoys taking on challenges and is more motivated than ever to go further and become stronger.

FDS PRO is committed to maintaining a high-performing financial and operational framework and to being a driving force in development.

FDS PRO will ensure compliance with the working tools implemented to guarantee the performance of teams in their workplaces.

Personal and Collective Development

#trust #collective dynamic #respect #fulfilment

FDS PRO is committed to the well-being of its teams by providing conditions of trust and enthusiasm in the workplace.

FDS PRO is also committed to creating a positive dynamic in the achievement of projects and in the personal fulfilment of its employees, in order to foster proactivity within teams who will take ownership of the projects.

Customer Service

#customer proximity #professionalism #efficiency #performance

To satisfy our customers, we must amaze them. We must act in an unconventional and innovative way.

Being close to our customers means making the gesture that no one expects, with efficiency.

FDS PRO does not want to be an ordinary company, does not provide ordinary services and does not want its teams to be ordinary. We are unique.

Quality and continual improvement

Our quality management system is certified **ISO9001** since February 2026 by Bureau Veritas Certification, covering our **activities located in the French department of Vaucluse and the agency in Saint-Martin d'Hères**.

3. FDS AND ITS TEAMS

Human resources policy

We ask that all our employees and all our entities work together in an open and respectful manner.

Teamwork is encouraged, and both successes and failures must be shared.

We must recognize the ideas of others and their contributions. We must listen generously and share information freely while respecting the company's confidentiality rules. The employees of France Détection Services are free to express their opinions, and ideas are encouraged (active suggestion box).

Lack of respect, including abusive language or inappropriate gestures, as well as racist, discriminatory, sexist or sexual remarks, are unacceptable. Slandering colleagues is also contrary to the ethics of France Détection Services. An Anti-Harassment and Anti-Discrimination Charter is in force within the company.

Inclusion and mutual support are part of the values promoted within our teams: disability awareness week, Duoday, partnerships with sheltered workshops (ESAT), toy collections, food drives, solidarity days, etc.

In this way, we maintain throughout our company a culture based on loyalty, trust, solidarity and respect for cultural differences.

Our HR policy is focused on people and listening. From recruitment onwards, we place great importance on valuing interpersonal skills and experience rather than qualifications.

We care about the well-being of employees through:

- The "Happymeter", which aims to collect, once a quarter, employees' feelings about their level of well-being (at work and beyond). Employee responses to this Happymeter and the actions taken where necessary are monitored.
- An annual workplace satisfaction survey covering various items (pay, working atmosphere, role of the manager, etc.).

In 2025, the overall satisfaction score is 16/20, showing continuous improvement for the fourth consecutive year.

Thus, we assess psychosocial risks and implement actions to reduce or eliminate these risks and to improve quality of life at work.

Our teams have the opportunity to discover other colleagues' jobs through our "Walk in my shoes" initiative, which encourages cross-functional mobility and may lead to internal mobility where opportunities arise. All recruitment projects are shared with the teams, and internal applications are given priority, according to the eligibility criteria for the position, thus opening up opportunities for professional development.

Finally, training remains a key focus of the HR policy. We are committed to ensuring that every employee undergoes at least one training course every two years in order to maintain and develop their skills.

In 2025, 63% of employees benefited from a training initiative.

Health and safety at work

The teams that make up FDS Pro are its greatest asset and driving force, which is why we attach great importance to team safety and the prevention of workplace accidents.

Occupational or commuting accidents compromise the physical integrity or life of individuals, and are all the more intolerable since they are not inevitable. Moreover, they affect the smooth running of the company. In many cases, such accidents can be avoided by adopting cautious behaviour and by respecting the measures and procedures put in place by the employer, under appropriate material conditions.

We ensure healthy, safe and respectful working conditions for all our employees. Health, safety and quality of life are part of our daily concerns.

Our health and safety system is based on:

- Knowledge and analysis of occupational risks presented to employees and formalised in the SRAD (Single Risk Assessment Document)
- The implementation of prevention actions identified throughout the year in the Prevention Action Plan, with a target of 50% of actions in place by the end of the year
- Employee training (first aid, fire safety, ergonomics and safe postures, etc.)
- Information campaigns on specific topics, posters, machine operating instructions, and prevention reminders
- A procedure to be followed in the event of a workplace accident emergency
- Regular maintenance and inspection of regulated installations, ensuring the safety of infrastructure
- Adaptation and improvement of work equipment
- The analysis of accidents with each employee involved or witnessing the incident, in the form of discussions leading to prevention reminders and the implementation of new preventive actions
- Employee well-being as part of the prevention of psychosocial risks
- The application of the safety golden rules disseminated through our policy which is displayed and given to each new recruit :

I wear my PPE (mandatory in workshops and warehouses)

I access buildings and areas via the designated doors or pathways

I do not walk under a suspended load

I am careful when carrying loads, applying ergonomic principles

I do not climb on the racks

On stairways, I hold the handrail, I do not rush, I stay attentive (no phone)

I position myself outside the path of moving equipment (trolleys, trucks, etc.)

I stay alert to simultaneous activity: forklifts, trucks, cars

On a forklift, I fasten the seatbelt for protection and ensure the beacon is working

When driving a car, I obey the highway code and stop if I am tired

I reverse-park on FDS Pro sites

At a customer site, or on a construction site, I comply with the rules of the prevention plan

Loan of company property

FDS provides its teams with two charging stations for electric vehicles, as well as electric bikes that can be used for home-to-work travel as part of its environmental policy and decarbonisation efforts.

The loan of a company vehicle such as a van is also permitted for limited personal use, upon request to the General Services department.

No other equipment belonging to FDS may be taken out of the company or used for personal purposes unless explicitly approved by the President

4. FDS AND ENVIRONMENT

FDS PRO is committed, through its corporate vision, to strike a balance between business growth and environmental responsibility. More than just a value, environmental responsibility is an integral part of FDS PRO's business.

As a specialist in equipment for water supply and wastewater systems, FDS PRO draws on its experience in the sector to provide solutions to today's and tomorrow's environmental challenges.

Beyond raising collective awareness, we strive to act in an increasingly responsible and proactive way through our environmental initiatives.

These initiatives are based, on the one hand, on raising employee awareness and encouraging everyone to adopt environmentally friendly practices in their daily work and, on the other hand, on integrating environmental considerations into all our business activities.

Waste Reduction – Target: less than 100 tonnes of waste generated per year

- Elimination of single-use tableware: provision of a water dispenser and a coffee machine (no vending machines for food).
- Waste sorting: all waste is sorted into dedicated containers to ensure appropriate treatment, disposal or recycling. Hazardous chemical waste is collected and managed by a specialized waste management company.
- Pallet refurbishment and reuse: repairing pallets for reuse, with a monthly target of 150 pallets.
- 100% reuse of leftover pallet wood: all remaining pallet wood is recovered through a dedicated collection channel and used for energy recovery.
- Cardboard recycling and reuse: shredding cardboard from incoming deliveries and reusing 100% of suitable shredded cardboard as protective packaging material for our own outgoing shipments.

Reduction of Natural Resource Consumption

- Paper: making catalogues available online through our website and reprinting our general catalogue only every two years, with the aim of progressively reducing the number of printed copies. Gradual digitalisation of commercial documents.
- Cardboard: using environmentally responsible packaging materials, with 90% of our packaging purchases made from recycled materials.
- Wood: repairing and reusing pallets to reduce the need to purchase new ones, with a monthly target of 150 pallets.
- Water: gradually installing water-saving aerators on taps across our sites. Monthly monitoring of water consumption to quickly identify potential leaks.

Energy Efficiency and Greenhouse Gas Emission Reduction

- Renewable energy production: generating solar energy through the installation of photovoltaic panels, which produced 989,738 kWh in 2025. Further development of our solar energy production capacity over the coming years.
- Reducing electricity consumption from the grid: increasing the share of self-consumed solar energy, with a target of reaching 25% by the end of 2026.
- Energy efficiency: installing LED lighting throughout all our buildings and regularly reminding employees to switch off computers and screens when not in use. Our objective is to progressively reduce electricity consumption from the grid.
- Reducing our digital environmental footprint: promoting responsible digital practices through our IT policy and regular reminders, including routine cleaning and optimisation of servers and email inboxes.
- Sustainable company vehicles: providing shared electric vehicles for short journeys and gradually transitioning our sales fleet to hybrid models, with a target of 20% by the end of 2027.
- Encouraging sustainable mobility: providing incentives for employees who commute by carpooling, bicycle, on foot or public transport; promoting the local carpooling platform; installing electric vehicle charging stations; and making electric bicycles available to employees.
- Eco-driving training: providing eco-driving training to 100% of our sales team.
- Carbon footprint assessment: updating our carbon footprint assessment in 2026 and establishing a regular review process in the years ahead to monitor changes in our carbon footprint.

Products and Services

- Developing rental services: expanding our rental offering to promote access to products and services rather than ownership, with a target of achieving 5% of all orders through rental services.
- Strengthening after-sales services: expanding our after-sales service and increasing the number of field service technicians to ensure equipment durability and provide customers with local support. Target: 10 field service technicians by the end of 2026.
- Promoting the circular economy: operating an online sales platform for refurbished second-hand metal detectors, offering customers a more sustainable alternative through the reuse and extension of product lifecycles.

Employee Awareness and Engagement

- Promoting environmentally responsible practices: raising employee awareness of waste sorting, sustainable mobility, eco-driving, energy savings, paper consumption reduction and digital environmental responsibility, as described above.
- Biocidal products training: providing training on the appropriate use and recommendations relating to biocidal products for relevant employees.
- Climate change awareness: raising awareness of climate change challenges and encouraging everyday actions to address environmental challenges, through the organisation of a *Climate Fresk* workshop and the monthly distribution of an internal awareness initiative called *The Hummingbird Minute* (*La Minute Colibri*).
- World Cleanup Day: taking part in World Cleanup Day every year. In 2026, our employees collected 130.9 kg of waste as part of our commitment to tackling pollution and protecting the environment.

5. FDS AND ITS CUSTOMERS

Commercial policy

The commercial policy aims to comply with regulations, including the specific rules governing private and public markets.

We also commit to:

- Respecting our ethical principles listed below
- Providing our customers with CSR data to inform their choices
- Favouring in-house production whenever possible
- Considering each customer as unique, regardless of their order volume
- Keeping our customers informed about the lead times of their orders
- Serving them as quickly and efficiently as possible

Quality policy

Our Quality Management System demonstrated its compliance with ISO 9001 requirements, resulting in certification following our initial audit conducted at the end of 2025.

We will dedicate 2026 to addressing minor non-conformities and continuously maintaining and improving our quality management practices.

Our priorities will include:

- **Customer feedback and non-conformity management:** recording and analysing all customer feedback and complaints, reviewing the results of our annual customer satisfaction survey, and monitoring product non-conformities identified in products supplied by our suppliers.
- **Supplier management:** selecting, monitoring and assessing our suppliers to ensure that we work with reliable and high-performing partners.
- **Corrective actions:** defining, implementing and monitoring corrective actions to address non-conformities and prevent their recurrence.
- **Product quality controls:** formalising inspection and testing procedures to ensure the conformity and performance of products assembled or serviced at our facilities.
- **Product development:** formalising our product development processes and projects.
- **Customer health and safety:** ensuring compliance with procedures designed to protect our customers' health and safety, including product recalls, the management of expired products, dangerous goods handling, and compliance with applicable legal and regulatory requirements for our products and services.
- **Customer information:** ensuring that information communicated to customers about our products and services is accurate, clear and reliable, regardless of the communication channel used.

In addition, since 2021, FDS has carried out an annual satisfaction survey of more than 5,000 customers to measure their satisfaction level with the various processes experienced, from the infrastructure of our website to the quality of our after-sales service.

In 2025, we achieved an overall satisfaction rate of 93,5%, marking an improvement of 5 points!

Marketing policy

Our Marketing policy is based on the following ethical principles:

- Accurate and verifiable information: all of our products featured in catalogues or promotions are clearly identified and verified ⇒ precise and faithful description of the products for sale and their intended use
- Clear purpose and proper use of our products: the purpose and correct way to use our products are clearly stated and easily understood by our customers.

To this end, France Détection Services ensures the provision of product training and demonstrations to its customers in order to better identify their needs and meet their expectations. The objective is to be able to recommend the right product for the right use in the shortest possible time. France Détection Services considers that this advisory duty must be recognised as a professional practice across all relevant markets and products.

- A multidisciplinary team: we have a multidisciplinary team with experts in each market, to meet the specific needs of our customers and to seek new products in line with technological developments. Responsible advertising and promotional campaigns: our advertisements and promotional campaigns are designed to have the strongest possible impact on the desired audience. They are primarily distributed in digital form in order to limit our carbon emissions.
- Listening to customer feedback: we take customer feedback into account so that we can offer the best possible products and services.
- Customer Service (after-sales): our after-sales service operates from Monday to Friday in order to deal with customer returns / propose a repair / or offer an alternative solution.

Client Gifts and Invitations Policy

As part of occasional promotional commercial operations aimed at celebrating the launch of a new product, catalogue, or event with our clients, FDS PRO implements gift campaigns:

- in limited quantities or for a limited period
- never targeting a specific client or client family
- ensuring that the same client does not receive the gift twice
- with a value not exceeding €20
- with terms communicated in advance (emailing, web page)
- delivered to professional premises
- with purchases that are traceable and transparent

To welcome customers visiting or being trained at our premises, FDS-branded goodies may be offered as a welcome gift (mug, cap or beanie, t-shirt, pen, box of sweets).

Invitations to business meals may be extended to clients under the following rules:

- Keep receipts and expense reports detailing the purpose, participants, and amount
- Within the limit set for invitations, i.e., €30 including tax per person
- Any invitation generating an expense exceeding €30 per person must obtain prior written authorization from Management (via email)
- Each customer invitation note must mention the full names of all attendees (not just first names), excluding oneself. If there are many attendees, indicate the company name in the “comment” field

6. FDS AND ITS SUPPLIERS

Committed to a CSR approach, France Détection Services recognizes the importance of collaborating with its customers and suppliers to promote sustainable, ethical, and socially responsible practices. This charter aims to establish clear standards for our suppliers and to promote a responsible supply chain.

France Détection Services selects its partners on an objective basis, without favoritism or discrimination, by applying a rigorous selection process.

The geographical location of our suppliers or service providers is part of our selection criteria, to encourage proximity in our relationships and exchanges, and local partnerships whenever possible, which also ensures better lead times.

CSR initiatives or certifications to various standards of quality, ethics, safety, environment, etc., are also taken into account during the assessment.

We want our suppliers to comply with the following points :

Compliance with legislation

Our suppliers must comply with all applicable laws, regulations, and standards in France, particularly regarding labor, human rights, the environment, and safety.

Compliance with human rights

Our suppliers must respect universal human rights, including policies related to non-discrimination and the prevention of harassment. They must prohibit forced labor, undeclared work, and child labor within their companies in France and in their factories abroad.

References: Universal Declaration of Human Rights, December 10, 1948, and the United Nations Guiding Principles on Business and Human Rights, June 16, 2011.

Working conditions

We expect our suppliers to provide safe and healthy working conditions, comply with legal working hours, pay their employees fairly, and respect the right to collective bargaining.

Transparency and traceability

We require our suppliers to implement traceability systems to ensure the legal and sustainable origin of the products they provide. They must be transparent about the origin of their products and share detailed information about their resource management practices when needed.

Business ethics

Our suppliers must act with integrity, transparency, and ethics in all their operations. They must not engage in corruption, fraud, favoritism, or other similar practices.

Our anti-corruption commitment, outlined in the first section of this charter, defines the rules for ethical collaboration.

Gifts

During the New Year greetings, FDS PRO may offer a gift with a maximum value of €50 to certain partner service providers, solely during this period, for this purpose, and at the exclusive initiative of the President.

To welcome suppliers visiting our premises, FDS-branded goodies may be given as a welcome gift (mug, cap or beanie, t-shirt, pen, candies).

Environment

Our suppliers must adopt environmentally responsible practices, reduce their carbon footprint, minimize waste, manage natural resources efficiently, and comply with environmental standards.

Social Responsibility

We encourage our suppliers to engage in positive social initiatives within their local communities and to promote diversity, inclusion, and equal opportunities within their company.

Collaboration and communication

We expect our suppliers to actively collaborate with us to achieve our shared CSR objectives. They must also communicate transparently about their CSR efforts and progress.

Assessment, Quality, and Continuous Improvement

We reserve the right to assess our suppliers' compliance with this charter and to work with them to identify potential areas for improvement. We encourage our suppliers to commit to continuous improvement of their CSR practices.

This assessment process is based on the analysis of the following criteria:

- Average delivery time
- Respect of shipment date announced
- Product quality
- Economical partnership
- Certifications (quality, safety, environment and CSR)

We aim for at least 45% of our evaluated suppliers to achieve a score equal to or above the average for certification criteria.

Sanctions

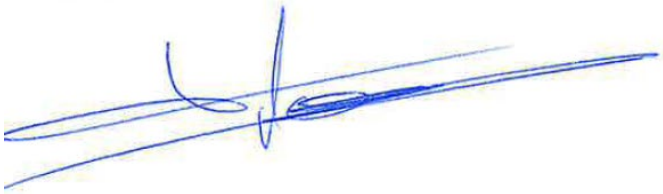
In the event of non-compliance with the provisions of this Charter, awareness measures will be implemented to support our partners in building a sustainable, CSR-oriented relationship.

In the case of repeated breaches, sanctions related to these breaches may be applied, including the possible termination of contracts and business relationships.

After reading carefully this Charter, our suppliers recognize their commitment to the principles of Corporate Social Responsibility and agree to work in partnership with France Détection Services to contribute to a more sustainable future.

Signed at Le Thor, on 2/11/2026

Vincent AVIAS



Emilie AVIAS

