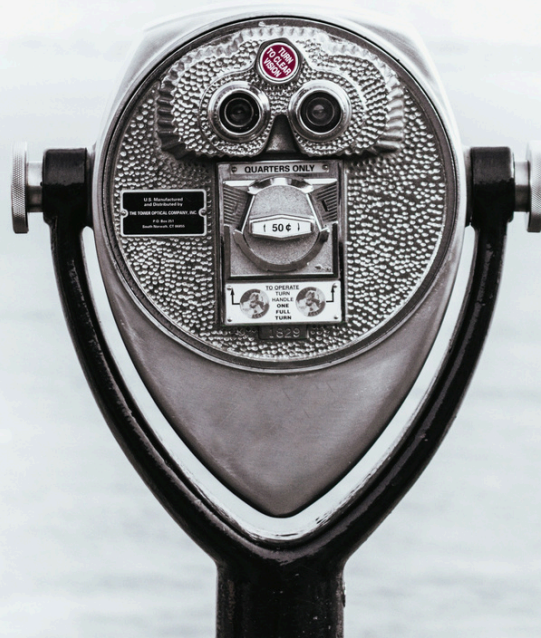




ETHICS AND CSR* CHARTER

*CORPORATE SOCIAL RESPONSIBILITY





PREAMBLE

The MOMEN Ethics Charter formalises the commitments and values on which the firm has built its development. The company's purpose is to establish the rules to be respected and the behaviours expected from all stakeholders. Everyone is required to read this Ethics Charter and comply with it.

Since its creation, MOMEN has been a signatory of the United Nations Global Compact and the Diversity Charter. The company is therefore committed to key principles such as compliance with laws and regulations, respect for individuals' rights, and sustainable development.

MOMEN is also actively committed to fighting exclusion and discrimination by implementing an inclusive policy: partnerships with adapted companies, social and integration initiatives such as toy collections or charity campaigns, as well as employee volunteering.

Finally, MOMEN extends its CSR approach beyond the firm itself by offering CSR support to all its clients.

SCOPE OF APPLICATION

The principles set out in this Charter apply to all stakeholders :

- > MOMEN employees and executives
- > Interim managers assigned to a mission

All stakeholders, referred to here as “individuals”, are expected to behave in an exemplary manner.



FIRM PRINCIPLES



TRANSPARENCY



SUPPORT



RESPECT



QUALITY OF
SERVICES

FIRM COMMITMENTS

COMPLIANCE WITH LAWS AND REGULATIONS

MOMEN is committed to combating corruption and maintains a transparent policy regarding pricing and gifts, in full compliance with the law.

All individuals are expected to :

- › Comply with national, regional, local laws and regulations relevant to their activities, particularly regarding labor law, safety, and competition
- › Stay Informed on New Laws and Regulations

CONFIDENTIALITY

All individuals are expected to:

- › Implement rules for the protection of personal data (GDPR)
- › Respect a client's anonymity throughout the recruitment process if requested
- › Maintain the confidentiality of all information collected during the recruitment process and in communications with clients and interim managers
- › Do not disclose any information obtained during a mission relating to a company, including commercial, technical, or financial data

A close-up photograph of a person's hand holding a mobile phone to their ear, wearing a grey blazer over a white shirt and dark tie. The background is a dark, textured wall.

FIRM COMMITMENTS

RESPECT FOR FUNDAMENTAL RIGHTS AND INDIVIDUALS

MOMEN is committed to combating all forms of discrimination, both during recruitment and throughout any assignment. Hiring decisions are based solely on individual qualities and skills, with respect and trust. The well-being of all collaborators is a core concern of the firm.

All individuals are expected to:

- › Combat all forms of discrimination based on age, gender, origin, sexual orientation, religion, ethnicity, family situation, disability, or political opinions
- › Prevent all forms of harassment, whether moral or physical
- › Prohibit sexist actions in any form

SUSTAINABLE DEVELOPMENT

MOMEN is committed to sustainable development by reducing water, electricity, and paper consumption, and by carefully selecting its partners and suppliers.

All individuals are expected to actively participate in efforts to minimize the environmental impact of the firm's activities.

YOUR COMMITMENT

I have read the MOMEN Ethics Charter.

By signing this Charter, I commit to upholding MOMEN's commitments.

Date and Signature:

For any further information, please write to contact@momen.fr

