

Code of Ethics



Contents

1 - Reject child labour

2 - To be concerned about the well-being of one's employees

3 - Warn consumers in the event of a product-related danger



6 - Commit to protecting the environment

4 - Reject all forms of discrimination

5 - Oppose all forms of corruption

1- Reject child labour



We ensure that our suppliers strictly prohibit the use of child labor, regardless of where they are located.

We are committed to not engaging in any form of child exploitation in the course of our activities, whether directly or indirectly. We do not employ any person who has not reached the minimum legal working age as defined by local legislation.

We carry out strict and regular checks of eligibility to work prior to hiring, in accordance with international and local legal requirements.

2 - To be concerned about the well-being of one's employees



We promote individual fulfillment by ensuring respect for freedom of expression and privacy.

We are committed to providing each employee with a safe working environment in which occupational risks are controlled, particularly through the accountability of each individual with regard to health and safety.

Every employee contributes to fostering an atmosphere of trust and cooperation based on mutual respect. No discriminatory, offensive, or demeaning behavior will be tolerated.

3 - Warn consumers in the event of a product-related danger



We guarantee the safety and quality of our products through the following measures:

- In-depth knowledge of our suppliers, based on questionnaires, audits, and site visit ;
- Continuous regulatory monitoring of our products and emerging risks, to ensure consumer protection and the responsible management of identified risks ;
- A quality certification policy guaranteeing that our quality management system complies with the requirements of applicable standards.

4 - Reject all forms of discrimination



Flam'Up is committed to ensuring an inclusive, respectful working environment free from any form of harassment or discrimination. The company ensures equal opportunities in recruitment, training, and career development.

Every employee must adopt a respectful behavior consistent with the company's values. Any breach of these principles may result in appropriate measures being taken.

Flam'Up encourages the reporting of any inappropriate behavior and ensures the confidentiality of reports as well as the protection of the individuals involved.

5 - Oppose all forms of corruption



Flam'Up is committed to opposing any form of corruption, in whatever form it may take. The company refuses any situation that could create a conflict of interest or compromise its integrity.

Each employee is required to refuse and report any solicitation or attempt of corruption of which they may become aware. Flam'Up ensures the protection of its employees against any form of pressure or retaliation related to such reporting.

6 - Commit to protecting the environment



Flam'Up also commits to integrating environmental considerations into its strategic and operational decisions. The company promotes innovation and the development of more environmentally responsible solutions, particularly in its processes, purchasing, and partnerships.

It ensures compliance with current environmental regulations and anticipates regulatory developments in order to continuously strengthen its practices. Each employee is encouraged to adopt eco-responsible behavior in their daily work.

Flam'Up also promotes collaboration with partners who share the same environmental standards, in order to collectively contribute to a sustainable approach.