

citalid

CITALID CYBERSÉCURITÉ

Code of Conduct

— Ethics · Compliance · Corporate responsibility

Sapere aude — Osez savoir — Dare to know

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The purpose of this code

This Code of Conduct sets out the ethical principles and commitments of Citalid Cybersécurité regarding regulatory compliance, corporate responsibility and responsible business practices.

IT APPLIES TO

- all directors and employees;
- business partners acting on behalf of the company;
- suppliers and subcontractors involved in its activities.

IN COMPLIANCE WITH

- the laws and regulations applicable in France;
- European Union law;
- international human-rights principles.

A general compliance principle

Citalid conducts its activities in strict compliance with the applicable laws and regulations, in particular those relating to:

- the protection of human rights and labour law;
- commercial law and competition law;
- the prevention of corruption and economic offences;
- the protection of personal data – GDPR (EU 2016/679) and the French Data Protection Act (no. 78-17);
- environmental protection.

Every employee adopts, in all circumstances, conduct that complies with the legal, regulatory and ethical requirements applicable to their role.

Respect for human rights

Citalid is committed to respecting the fundamental rights recognised by international conventions and European law, in matters of human dignity and working conditions. To this end, the company ensures it will:

- prohibit any form of forced labour or child labour;
- combat any form of discrimination or harassment;
- promote equal treatment and diversity;
- uphold respect for the dignity of individuals.

Commitments derived from the United Nations Guiding Principles on Business and Human Rights (2011) and the OECD Guidelines for Multinational Enterprises. Citalid expects the same respect from its partners and suppliers.

Labour obligations & working conditions

Citalid complies with all the social obligations provided for by the applicable legislation, in particular:

- the rules on working hours;
- the obligations regarding remuneration;
- the rules on the health and safety of workers;
- the principles of professional equality.

The company maintains a working environment based on respect, cooperation and individual responsibility – free from any physical or psychological harassment and from any abusive conduct.

Environmental protection

Citalid strives to reduce the environmental impact of its operations and implements, as far as its means allow, practices intended to:

- limit the consumption of resources;
- reduce the production of waste;
- favour responsible working and purchasing practices.

Although not subject to the CSRD directive (EU 2022/2464), Citalid voluntarily places its approach within a logic of corporate responsibility and sustainability. These principles also guide its choice of partners and suppliers.

Preventing corruption

Zero tolerance

towards:

- corruption;
- the granting or acceptance of undue advantages;
- influence peddling;
- any form of fraud or unlawful business practice.

No employee is authorised to offer, solicit or accept an undue advantage. Gifts and invitations must remain reasonable, proportionate and consistent with professional practice.

Preventing conflicts of interest

Every employee takes care to prevent any situation in which their personal interests could interfere with those of the company or its clients.

Any conflict of interest, actual or potential, is brought to the attention of management so that the situation can be properly assessed.

Integrity in business relationships

Citalid maintains business relationships based on transparency, fairness and integrity. It refrains in particular from:

- any anti-competitive practice;
- any misleading or unfair commercial practice;
- any infringement of third parties' intellectual property rights.

Responsible relationships with our partners

Citalid strives to apply responsible purchasing principles and expects its suppliers and partners to ensure:

- compliance with applicable laws;
- compliance with reasonable environmental requirements;
- respect for human rights and social standards;
- the absence of corruption or unlawful practices.

These principles are embedded in its contractual relationships and partner selection processes.

Ethics & compliance reporting

Any employee, partner or supplier may report in good faith any situation likely to constitute:

- a violation of the law;
- a breach of the principles of this Code of Conduct;
- conduct contrary to ethics.

In accordance with French Act no. 2016-1691 of 9 December 2016 (amended by Act no. 2022-401 of 21 March 2022), the author of a report made in good faith benefits from the protection of whistleblower status: no retaliatory measure may be taken, and the confidentiality of their identity is preserved.

Information security

As a publisher of cybersecurity solutions, Citalid attaches fundamental importance to protecting the information entrusted to it.

Confidentiality

Access to data is limited to authorised persons only.

Integrity

Data remains accurate, complete and unaltered.

Availability

Data is accessible whenever it is needed.

Technical and organisational measures based on ANSSI best practices and the ISO/IEC 27001 standard. All employees are made aware of these issues and bound by a duty of confidentiality; suppliers operating on our systems maintain an adequate level of security, formalised contractually.

Application & governance of the document

APPLICATION

Compliance with this Code is a fundamental principle in the conduct of Citalid's activities. Every employee takes ownership of these rules and contributes to a culture of integrity, responsibility and respect for CSR commitments. Every supplier and partner undertakes to respect its principles.

GOVERNANCE

This Code is subject to periodic review, at least every two years, or whenever a significant regulatory change occurs.

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