

Code of Ethics

This charter recalls and specifies the main ethical and ethical rules applicable within ECSPLICITE.

All employees, whether they perform permanent or non-permanent functions, and whatever their status, are required to comply with these ethical principles and obligations.

ARTICLE 1 • GENERAL PRINCIPLES

The fundamental principles that we want to apply to ourselves and which must govern our daily thoughts and actions are integrity, diligence, objectivity, professional competence, confidentiality, respect and professional behavior.

Each employee undertakes to:

1a / Have an attitude of integrity

- act honestly and transparently in all circumstances
- refuse gifts or invitations that are not part of a clear and transparent professional context and/or that may influence a choice
- not to use the means of action and resources of ECSPLICITE for illicit purposes, or in a manner contrary to the interests of customers or companies
- not allow others to illegally enrich themselves to the detriment of the company, a customer or an employee
- prohibit conflicts of interest and the use of privileged information in the context of personal transactions



1b/ Respect the company, its employees and its environment

- ensure respect for human rights
- fight against all forms of discrimination, harassment and against all forms of sexist acts
- promote respect for people, their health and safety
- act for the protection of the environment and reduce impact of activities on the environment

1c/ To best serve the interests of customers

- design products and services adapted to the profile of customers and their interests
- guarantee the good information of the customers and the loyalty of the explanations which are given to them
- ensure fair treatment of customers

1d/ Respect partners and suppliers

- treat partners and suppliers with impartiality and fairness
- refrain from benefiting from and/or taking advantage of personal advantages within the framework of a relationship with a partner or a supplier
- report any behavior of a partner or a supplier in opposition to our values and this ethical charter

1e/ Respect the rules of dynamic and fair competition

- ensure honest use of information from our competitors and avoid making disparaging remarks

1f/ Comply with laws, regulations and internal charters

- find out about the laws and regulations that govern its activity
- be vigilant regarding the risks of fraud, money laundering and the financing of terrorism and corruption
- alert Management in the event of non-compliance with the rules observed in its environment

ARTICLE 2 • FOR THE CPF

ECSPPLICATE applies the CPF charter and respects its 10 commitments

- We hold the Qualiopi quality certification
- We are the owner of the professional certification referred to
- We present our offer with loyalty, whatever the communication medium
- We control the use of subcontracting and in short, the guarantor
- We provide the consumer with all the guarantees against the usurpation of his Social Security number or his CPF
- We inform, in advance, the costs borne by the CPF and of any additional costs;
- We facilitate research on My Training Account by not duplicating similar actions from our catalog for the sole purpose of optimizing our positioning
- We plan the methods of evaluation upstream of the training
- We guarantee appropriate technical and educational assistance to support the beneficiary;
- We offer all customers amicable and free recourse to the consumer mediation service, in the event of a dispute



Violation of one or more of the rules described above may constitute misconduct that may lead to the initiation of disciplinary proceedings.

The Ethics Officer is available for any useful clarifications, remarks and alerts at referent.deontologique@ecsplicite.com

