

GROUP'S CODE OF ETHICS

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A message from Christian KNAPP & Christian GRZANKA, Directors of REVIMA

Whatever the strong traditions inherited from the past, our management is marked by openness to change, which will allow us to face new challenges, expand our business and thus be open to the world.

We believe that a corporate culture marked by cohesion, combined with a reputation and a brand of excellence is the key to success.

Our reputation gained over the years, is one of our most valuable assets. So we are all committed to defending our values: respect for laws and high moral values both inside and outside the company.

In particular, as one of the most important players in our field, we owe to our business partners and our customers, excellence in terms of integrity and professionalism.

The level of standards and quality set forth in this code of ethics are the guiding principles applicable to all the relationships we have; with our customers, our employees and more generally all of our business partners.

We are convinced that this code of ethics will enhance the reputation and corporate culture of REVIMA whose concrete expression lies in the values we share.

Christian KNAPP

Christian GRZANKA

Respect for values

The Group's values:

- **Customer satisfaction** : All decisions are made with the customer in mind, identify and respond to the customer's requirements and be considered by the customer as a long term partner.
- **Professionalism**: Seek excellence, be rigorous, disciplined and demanding, be conscientious and take responsibility for one's work.
- **Quality**: Guarantee the respect of the regulations and flight safety, control risks and highlight anomalies, implement and promote continuous improvement programs.
- **Teamwork**: Share common aims, be a team player and work together, and share knowledge to succeed.
- **Integrity**: Respect others, respect rules and ethics, be honest, and set an example.
- **Sustainable development**: Promote learning and development of skills, be innovative and forward thinking, be a responsible citizen and protect the environment.

Our values determine how we act and work. We must respect them without compromise in all our collective and individual actions, both inside and outside the company.

Similarly, the Group encourages and adheres to the following principles:

Fair trade

The scope of business of the companies in the Group is global. As such, the Group aims to promote free competition and to ensure compliance with fair trade practices. It undertakes to comply with customs regulations, export procedures and rules of international trade. Each employee and each operational unit concerned shall scrupulously observe those regulations and respective internal policies of the Group.

Transparency towards employees & Reasonable Negotiation

The Group promotes open and fair dialogue between management, employees and their representatives in accordance with laws, regulations and collective agreements.

Rights of employees and career development

The Group ensures that the dignity, privacy and the rights of all employees are respected, regardless of age, disability, origin, gender, sexual orientation, religion or political opinion. The Group is committed to combating any kind of harassment or discrimination and to the implementation of all measures necessary to protect the health and safety of its employees. The Group promotes training and career development, essential vectors to the success of the company and individual development.

Reliability of Information and Privacy

Everyone must commit to ensure the highest level of reliability and accuracy of information provided, whether this information is distributed inside or outside the Group. The accuracy of data is essential to the credibility and long-term success of the Group.

Information should be disclosed appropriately to meet the requirements of confidentiality and the legitimate expectations of the authorities and our business partners. All employees in possession of, or having access to confidential information or data of this type, should refrain from disclosing it to any person or institution whatsoever, if they have not been specifically authorized or if they were not mandated to do so.

Similarly, any communication related to important events in the life of the Group must be approved by management.

Heritage Protection and Intellectual Property Rights

Employees contribute to maintaining and promoting the image of the Group through their actions, their words and their general behavior. The Group expects everyone to protect the tangible and intangible assets of the Group and its reputation.

The Group's assets must be used solely for business purposes. All the benefits derived from business activities that could benefit employees in their private lives, must be allocated in accordance with internal regulations based on transparency.

Any documentation or know-how which belongs to the Group by way of industrial or intellectual property rights is a strategic asset and must be protected accordingly.

Group employees must respect and protect property and the rights of others in the same way as those of the Group.

Rules on gifts, hospitality and the refusal of corruption

The Group maintains business relations with its partners, customers, suppliers or former employees within the limits and rules of conduct laid down internally. The relationship between employees and these third parties shall be governed by transparency and the refusal of any corruption. The Group ensures compliance with anti corruption rules notably the OECD Convention of 17 December 1997 and the equivalent French law of September 29, 2000 concerning the fight against bribery of foreign public officials in business transactions.

Prohibition of illegal child labor

No child labor will be permitted in the Group outside of the strict legal framework and international standards. It encourages its customers and partners to observe the same rules and agrees to impose this requirement on its suppliers.

Promotion of good citizenship

We are aware of our duties with regard to our cultural, educational and social development. The Group advocates a policy of protecting the environment for present and future generations.

The Group actively supports employee participation in the search for new products and technologies that promote the protection of natural resources, facilitate recycling and preserve as much as possible the environment.

If a person learns that someone has behaved, or intends to behave in a manner that is contrary to the spirit of the principles established in this Code of Ethics, they must notify the Group's "Compliance Officer" who is the person responsible for monitoring the compliance, both of actions and of internal procedures.

The Group's Compliance Officer is Philippe Simon.