

## Introduction text for Group Compliance on Web, intranet and local Social Media Platform

适用于互联网、公司内网和本地社交媒体平台上关于集团合规准则的介绍性文字

### CODE OF CONDUCT 行为规范

Sonepar is publicly releasing its worldwide Code of Conduct, in keeping with current practice within the Group. 索能达正在公开发布其全球行为规范，以符合集团目前的实践。

**Marie-Christine Coisne-Roquette, Chairman**, said: *"Integrity has always been a key value and a compelling behavior at Sonepar. Today, in a world where compliance becomes increasingly essential, the Group is launching a substantial pro compliance and anti-corruption program, both to impress upon everyone the importance of combatting those evils and to help everyone avoid, detect and stop any non-compliant action."*

索能达主席 **Marie-Christine Coisne-Roquette** 表示：“诚信一直是索能达至关重要的价值观和引人注目的行为。在今天这个合规变得越来越至关重要的世界，索能达正在启动一个大规模的合规和反腐败项目，一方面使每个人意识到打击这些罪恶的重要性，同时也帮助每个人避免、发现和阻止任何不符合规范的行为。”

**Philippe Delpech, CEO**, added: *"Compliance is a challenge for everyone at Sonepar, every day and in everything we do. To help everybody understand Sonepar's expectations, we are issuing our Code of Conduct, which supplements all existing policies and instructions applicable in the Group. We want all our stakeholders—associates, customers, suppliers and third parties—to know and understand Sonepar's compliance objectives and focus. Our mission is to communicate continuously, making sure our associates feel comfortable about reporting any event they believe is not in line with our Code of Conduct."*

首席执行官 **Philippe Delpech** 补充说：“对于索能达的每个人以及我们所做的一切来说，合规是一个挑战。为了帮助大家理解索能达的期望，我们正在发布我们的行为规范，该规范补充了所有适用于本集团的现行政策和指令。我们希望我们所有的利益相关者 - 员工，客户，供应商和第三方 - 知道并理解索能达的合规宗旨及重点。我们的使命是保持持续稳定地沟通，以确保我们的员工能够顺畅地报告任何他们认为不符合我们行为规范的事件。”

Sonepar encourages every natural person, whether employed by a Group company or not, to report, selflessly and in good faith, any serious and obvious breach of law or regulation, or any threat or severe harm to the business integrity, such as acts of corruption or influence peddling, and any behavior or situation that violates the Group's code of conduct, which the individual personally gained knowledge of.

索能达鼓励每一个自然人，无论是否受集团公司雇用，都无私和善意地举报那些自己获知的任何严重和明显违反法律法规的行为，或任何对商业信誉造成威胁或严重损害的情况，例如腐败行为或以权谋私的行为，以及其他任何违反集团行为规范的行为或情况。

Sonepar is therefore launching its Sonepar Whistleblower Procedure ensuring the whistleblower's identity, the information provided and the identity of the person(s) involved in the reported facts remain confidential. The procedure, inclusive of a secured channel, makes it possible to communicate documents in support of the alert. The channel is outsourced, whereas assessment and monitoring of the alert are not.

因此，索能达正在启动索能达举报程序，以确保举报人的身份、所提供的信息以及涉及举报事实的人员身份的保密。举报程序包括一个传递支持举报文件的安全通信渠道。举报的通信渠道是外包的，而对举报的评估和监测则不是。

Click here to access the whistleblowing tool: [www.sonepar.com/alert](http://www.sonepar.com/alert)

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