



Message

of the Chairwoman of the Executive Board

“Adherence to our Code of ethics and Code of business conduct is essential to earning and maintaining the trust of our stakeholders, which is essential to our success.”



Hiba FARES

Dear employees,

RATP Dev's success is based on the trust of our employees, customers, shareholders and suppliers.

We are a **company that never compromises on business ethics**, particularly when it comes to corruption or influence peddling.

We must all ensure compliance with the legal and international rules applicable to our activity. It's **compliance**. Each of us must also behave in an exemplary manner. It's **ethics**.

Wherever we work, whatever our role, we are all responsible for RATP Dev's reputation.

This is the whole meaning of our **Code of ethics** and our **Code of business conduct and prevention of corruption**, the principles of which are binding on everyone.

We have established a global network of Ethics Contacts and Compliance Contacts that we rely on to deploy our Compliance and Ethics program in all our regions. Our **Compliance and Ethics Committee** participates in the establishment and dissemination of the principles of ethics and compliance that we must all respect. This Committee is also responsible for dealing with any situations that are contrary to the Code of business conduct and/or the Code of ethics.

In addition to the usual means of appeal, a **whistleblowing system** via a digital platform is available to all employees, whether they are victims or witnesses of facts that seem contrary to the principles set out in these two Codes.

I am committed to leading a company where ethics and compliance are deeply rooted in our values and operations. I am counting on you.



Hiba FARES