



GROUPE EHC, LLC

Assistance and Operational Support in Hostile Environments

Charter of Ethics

To any company, security means being able to carry on its economical and industrial activity without interruption. Safety ensures stability, serene conditions of work in which individuals or groups can pursue their goals without worrying about existing risks or threats.

EHC Group, because of its specific activity, has gathered in a Charter of Ethics the values and principles which give strength and guide the activity of all the individuals working for the company. Our values are above all professionalism, respect towards associates, partners and clients, and customer satisfaction. They respect the fundamental principles of the law, the non-interference with political issues and include the mutual solidarity of all the members of EHC Group.

Our ideas of professionalism include responsibility, regular reports, integrity and the exemplary nature of our behaviours.

In general:

EHC France via EHC Group is registered at the CCP of Paris and the French administrative institutions. It is clearly identified by the authorities of the countries where it carries out its activities of assistance and counsel. EHC Group respects local legislations and guarantees the transparency of its structures and activities.

EHC Group and its staff do not interfere in the political life of the country they work in.

EHC Group is respectful of the concerns expressed by International, European and National non-governmental and governmental organizations, when it refers to its activity.

EHC Group rejects any kind of corruption, private or public, active or passive.

EHC Group adheres to:

The principles of the Universal Declaration of Human Rights (1948);
The Geneva Conventions and its additional Protocols (1949 and 1977);
Voluntary Principles on Security and Human Rights (2000).

Our value: human virtues:

EHC Group attaches great importance to recruitment.

Our staff mostly comes from the Ministry of Defence and the Ministry of the Interior and possesses the technical and operational know-how required by the various activities provided by our company.

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To our customers:

EHC Group certifies that it will only sign up for contracts for which it has the means and the excellence to guarantee the best security to the people or the goods it has to protect. EHC Group will regularly report the local degree of insecurity to its client. EHC Group stays alert to the needs of its clients. It controls, evaluates and improves constantly its services.

The activity of EHC Group include gathering and dealing with confidential information which remains the exclusive property of the client. Total discretion regarding these matters is evidently the first rule for all the associates of the company.

Rules of commitment:

By a mutual agreement with the client, and depending on the country legislation and the circumstances, the staff of EHC Group goes by strict rules of commitment which guide their behaviour during a mission.

When authorized by the article 122-5 of the French penal code to use strength, and more particularly weapons, EHC Group staff can only resort to it in a strictly necessary and proportional way considering the objective.

To prevent an offence or a crime against property or people, the staff, after notice, can do anything as long as it is proportional to the gravity of the aggression.

EHC Group accomplishes its mission in accordance with the Declaration of the Rights of Man and of the Citizen, the International conventions and the French Law.

The present code of ethics applies to every member of EHC Group and to the people participating in the company's missions. EHC Group expects from its associates their active contribution to it, as they are its everyday vectors. They are thus asked to respect the values and principles of the company and in particular:

1. To comply with the laws and regulations in operation,
2. To apply rigorously the existing rules related to Security,
3. To establish clear and transparent relationships with clients and associates,
4. To respect the confidentiality of professional information,
5. To be dependable and uncorrupted to EHC Group,
6. Not to interfere in the political life of a country where they do not have civil rights,
7. To be watchful of the good work conditions of the teams,
8. To report to their superior.

Each personnel of EHC Group has read, approved and signed this Charter of Ethics.