



## Corporate Social Responsibility 2024

Our ambition is to contribute to the integral development of every person and the whole person. It is our optimistic view of people and their ability to be free and responsible, to invent, and to do things well. It is a bet, preconceived trust based on their double aptitude to come out on top of situations they take on and, ensure that common interest dominates over individual interest.

### **Conflict of interest**

It can arise from different circumstances, that an employee of éolane Tallinn is facing a conflict of interest (personal relationships, gifts or benefits from a third party...).

In such cases, in a spirit of loyalty and transparency, he/she must immediately inform his/her manager, who will take the appropriate decision to respect the law, while guaranteeing the interests of éolane Tallinn.

### **Political activities**

We are committed to a neutral politic approach and we refuse to support preferentially any political party.

The involvement of an employee of éolane Tallinn to political responsibilities is strictly personal and can only occur outside the workplace and outside working hours. Using éolane's image as a support is not allowed for any reason.

### **Corruption**

Whatever the context, we ensure that our resources and assets are never used for the purposes of corruption.

Contracts must be signed only by authorised people and commitment to a contract with éolane Tallinn corporate body, shall not resort to active or passive acts of corruption.

### **Harassment**

The successful outcome of our missions implies that every employee of éolane Tallinn evolves professionally in a positive working atmosphere, in particular one that is free from any pressure, pursuing, or persecution of a moral nature, and from any act considered to be sexual harassment.

**Antoine Yon**  
Managing Director