

## ETHICAL CHARTER

This charter describes the spirit and defines the principal keys for the development of our laboratory Spincontrol. She allows every collaborator to wonder about the attitude which they have to adopt inside like outside of the company.

“To meet is the beginning, to stay together is a progress, to work together is the success.” H. Ford

•**PROFESSIONALISM** : we make a commitment to provide you a high-quality service and as a laboratory recognized in the field of cosmetic tests in France. We work together for the continuous improvement of our skills by trainings and innovations.

•**RESPECT** : we respect our employees, our volunteers as well as our clients, suppliers and quite different partners. We respect the regulations and the labor law applied in France.

•**OPEN-MINDEDNESS AND FRANCHISED** : we are inclined to receive ideas, notices and critics on behalf of our partners, volunteers, clients and employees. We make a commitment to communicate them with transparency.

•**CONFIDENCE** : we make a commitment to establish long-lasting relations and create favored links with our volunteers, clients and partners, based on the mutual confidence. The employees are responsible for the performance and for the reputation of Spincontrol and will be rewarded for their efforts.

•**JUSTICE** : the justice, the honesty, the equality and the solidarity between managers and employees are essential values in the effective functioning of our laboratory Spincontrol.

Validated on July 20th, 2018 by M.P. Beau, Director of Spincontrol

