

▪ ETHICS CHARTER ▪



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OUR VALUES

To build a safer world together, to innovate with equanimity, to understand complex physical phenomena, and to work with confidence, such are our motivations and ambition. The whole team has expressed the will to define and promote the values of our company. This Ethics Charter compiles the values we hold dear.

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Adam

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OPENNESS

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EXCHANGE

Benoit

SUSTAINABILITY

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RESPONSIBILITY

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PROFESSIONALISM

Philippe

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DYNAMISM

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OPENNESS

■ Value

Openness, as we conceive it, is the ability to hear and respect differences, whether cultural, ethnic, technical, methodologic...

Having everyone keep an open mind in their craft must enable to banish “a priori” and discrimination. But it is also the openness of our knowledge, the openness of our activities, and openness within the company.

■ The team commits

The team commits to respecting the culture of each of its associates; to respecting the local culture of the countries where we conduct business; to disseminating our skills and our knowledge by adapting as much as possible to the languages and customs of our clients; and to fighting against discrimination in all its forms.

■ EXTENDE acts

EXTENDE acts by providing the same care and attention regardless of the size of its client's business or its client's location; by participating in conferences all around the world to get close to those in our industry worldwide; by adapting our documents and work methods to the constraints of our clients if necessary; by developing internal expertise in new techniques and new methods; by sharing with all its employees the strategy and key management tools in a monthly meeting; by sharing with all its employees the earnings of the company through a profit sharing agreement.

EXCHANGE

■ Value

In order to understand and know each other well, dialogue is essential. Because technical issues are complex and constraints numerous, only an active listening of our clients' needs can allow us to find the most adapted solutions. Because the client is at the core of our activity, consideration for their feedback is an essential source of progress for our products and services.

■ The team commits

The team commits to helping and supporting its clients in expressing their technical need; to identifying problems and solutions relevant to them and to guide them in the use of simulation; to spending time during training sessions and meetings to better know the trade and applications of its clients; to answering to their questions and leave no difficulty without a recommendation; to ensuring our products and services meet their expectations and to soliciting them in order to improve these.

■ EXTENDE acts

EXTENDE commits through having implemented an ISO 9001 quality management system that puts dialogue with our client as an essential component of the realization of our services. EXTENDE commits to doing our best to provide response times for our clients that are compatibles with the realization of their projects; to taking their feedback into consideration for the improvement of our services; and to being the voice of CIVA users toward the development team in order to contribute to the improvement of the product.

SUSTAINABILITY

■ Value

The sustainability of our ecosystem and respect for our planet are important to us. The environment must be preserved in order not to compromise the quality of life of future generations. This goes through the implementation of a charter of good practices. Simulation for Non-Destructive Testing contributes to this action, by inherently preserving the environment, by preserving structures.

■ The team commits

The team commits to enacting the recommendations presented within our Charter of good practices as best as possible, and to taking the environmental dimension of our actions into account, in order to reduce the trace that we leave on the environment as much as possible.

■ EXTENDE acts

EXTENDE facilitates the actions of its employees aiming at reducing any negative impact on the environment, regarding its development. EXTENDE promotes simulation and the development of less pollutant methods. EXTENDE also implements a share of Carbon Compensation in order to compensate the most significant impact of its activities: transportation. EXTENDE promotes these Values to its partners, prioritizes purchases through “Green” providers, and implements an ISO 14001 system.

RESPONSIBILITY

■ Value

Social responsibility is defined by the subjective reach of a decision on society and the consequences of one's actions or inactions.

Because we are not indifferent toward the link with our environment and because our place gives us the means to exert an influence on it, we work with the impact of our actions unto the community in mind.

■ The team commits

The team commits to individually supporting the company's social initiatives, to facilitating, proposing, and supporting actions that have a positive impact upon the collective.

Initiatives to promote and communicate about these values symbolize the spirit of this commitment; as does vigilance toward any attempt at fraud, counterfeiting, or any suspect element.

■ EXTENDE acts

EXTENDE commits to aligning its operations and strategy in order to respect and go beyond French law and international agreements.

EXTENDE takes its impact on the community into account by analyzing and reducing risks, by respecting human rights and labor rights, and by fighting against corruption through raising awareness across all of its team.

PROFESSIONALISM

■ Value

EXTENDE's professionalism is first characterized by the expectations of its team towards itself. Skill level, experience, and seriousness round off EXTENDE's professionalism and grant it an image of high expertise in the NDT field. We hold this value as a top priority and demonstrate our know-how in our area of specialization daily, no matter the circumstances. Our independence enables us to answer to every player in the NDE field with that same stringency.

■ The team commits

The team commits to respecting an extremely rigorous policy towards confidentiality; to striving to bring the utmost rigor in its tasks; to respecting deadlines and achieving the expected results; and to maintaining a real technical humility towards difficulties and challenges, by always remaining critical towards simulation results, and keeping an inquiring mindset.

■ EXTENDE acts

EXTENDE commits through having implemented an ISO 9001 quality management system to attest to the rigor with which it handles its clients' consulting studies. By means of its expertise, EXTENDE assists its clients for the qualification of innovative techniques. When encountering difficulties, EXTENDE looks for workarounds by relying on the skills and experience of its support team. EXTENDE interacts with the CEA without communicating confidential data in order to solve potential problems as quickly as possible.

DYNAMISM

■ Value

As a young company and leader in its field, EXTENDE is resolutely forward-looking, and must keep being at the leading edge and being an example. Thankfully, that dynamism synergizes with the constantly innovative nature of the NDT field. In a professional context in search of optimization, efficiency is naturally valued, both in the results and in the method, which requires proactivity and reactivity.

■ The team commits

The team commits to being proactive and to taking initiatives; to respecting and optimizing customer response times; to prioritizing tasks that enable others to proceed with their own; to keeping up to date with the company's activities as a whole, and, if possible, with current events in the NDT field; and to schedule regular training sessions.

■ EXTENDE acts

EXTENDE commits to ensuring regular training for its employees, in order to maintain everyone's level of knowledge and culture of nuclear safety, but also to enable everyone to grow towards greater versatility; to contributing to the dissemination of a methodology in the NDT field through its CIVA training sessions and consulting services; and to answering within ten days to any question regarding CIVA within the framework of its maintenance and support contracts.