

## Statement of principles and values

The major principles on which Géostock has built its activities and the values to which the company is wholeheartedly committed can all be summed up in a single watchword:

### **confidence.**

This constitutes the cultural basis on which the identity of Géostock and of the group as a whole is founded.

#### **The confidence of its clients**

Géostock seeks to supply its clients with optimal services, focused on identifying and responding to their needs, meeting their confidentiality requirements and their quality, cost and lead time criteria.

#### **The confidence of its shareholders**

Géostock is committed to value creation and risk management. In its dealings with shareholders, it operates in a climate of sincerity, neutrality and confidentiality.

#### **The confidence of the shareholders of the companies for which Géostock handles the operational management aspects**

When carrying out its storage activities, Géostock aims to achieve maximum performance, particularly where safety, environmental protection, reliability and costs are concerned, while scrupulously observing its principles of confidentiality and impartiality.

#### **The confidence of the public authorities and organisations**

Géostock's attitude is both community-minded and responsible. Its dealings with the representatives of the public authorities and bodies are based on open and fully transparent communication accompanied by the provision of full and comprehensive information.

#### **The confidence in its subcontractors and suppliers**

Géostock treats its subcontractors and suppliers with respect and fairness at all times in both financial and contractual matters.

#### **The confidence between management and staff**

Géostock is firmly committed to encouraging professional fulfilment while the same time protecting the private lives of all of its staff.

It seeks to offer its employees career development and advancement prospects taking full advantage of the possibilities offered by the group, and is a firm believer that rewards should fairly reflect effort and ability.

Staff are treated with respect and without discrimination. Their safety and protection is paramount at all times.

All personnel are made fully aware of their responsibilities as part of an ongoing quest for continuous improvement.

Solidarity, team working, professionalism, responsiveness, availability, creative ability and a flair for initiative are all values recognised and encouraged.

#### **The confidence in its partners**

Géostock promotes an attitude based on loyalty, mutual interest and long-term cooperation with all of its partners, whoever they may be.

#### **The confidence between the group's units**

Géostock operates in the interests of all of the group's units, respecting their specific identities, and seeking to encourage and to make the most of all opportunities for synergy.