

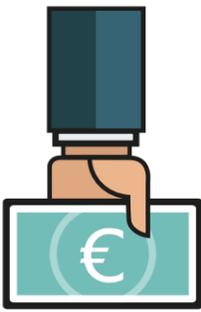
# Conflict of interest prevention charter

This document presents the Group's conflict of interest prevention charter and aims to help you to avoid them and know what to do when you are faced with them. As an employee of the Fnac Darty Group, we must ensure the highest ethical standards in the conduct of our daily business.

## What is a conflict of interest?

There is a conflict of interest when a person has a personal interest that is likely to influence the decisions made in the exercise of the responsibilities and missions assigned by the company.

Examples :



- I have a financial interest in a competitor, customer, supplier or partner of Fnac Darty and my duties allow me to have an influence on the relationship and the conduct of certain kinds of business;
- I have a special relationship with a supplier, subcontractor or partner, and I receive benefits from this relationship or it influences the relationship and the conduct of certain types of business;
- I contract with a company providing products or services, managed by a close friend or family member;
- I work as a consultant for my personal account, for a supplier, a professional client or for a competitor of Fnac Darty Group;
- I manage or have a link with a business / company which has a similar business nature to my professional activity within the Group;
- I receive gifts or hospitality that do not comply with the Group's "gifts and benefits" policy and I do not tell my superiors about them.

## GOOD HABITS TO ADOPT

### I ASK MYSELF



- Do I have a personal interest in the situation?
- Would I have made the same decision without this personal interest?
- Do my relatives, my family, or myself have anything to benefit from this contract?
- Could others think that this situation may influence my decisions?
- Would I be embarrassed if my personal interests were known to other people (colleagues, managers)?
- Am I comfortable sharing this decision / situation with my manager and colleagues?

### I AM RESPONSIBLE



- I adopt high standards of behaviour to limit potential conflicts of interest.



### I AM TRANSPARENT

- I systematically declare any situation of real or potential conflict of interest to my superiors or to HR;
- If I have any doubts about a situation that could potentially be a conflict of interest case, I report it to my line manager or to HR.



### I ALERT

- If I notice or suspect corruption within the Group, I report it to my line manager, to HR, or confidentially by exercising my right to alert via the dedicated web line: [report.whistleb.com/en/portal/fnacdartygroupe](https://report.whistleb.com/en/portal/fnacdartygroupe).

## SANCTIONS

Each employee, in the context of their duties, may incur personal liability in criminal matters.



- **Disciplinary sanctions** as provided for in the internal regulations which may, depending on the seriousness, be the subject of dismissal for serious or gross misconduct.
- **Criminal sanctions:** personal fine and imprisonment.