

# BOURBON CHARTER

BOURBON is committed to Excellence with all parties interested in its activities, namely customers, employees, shareholders, communities and all other stakeholders. To lead and manage its operations successfully, BOURBON relies on a systematic and transparent management, through the following policies:

- **Stop work**  
No business operations will be pursued at the sacrifice of safety. All employees have the right and obligation to stop any work that they consider may create any unmanaged risk to personnel, environment or assets.
- **Leadership**  
Lead by example. Leaders are focused on achieving organization objectives and behaving in accordance with its values.
- **Customer focus**  
BOURBON is focused on understanding current and future customer needs, meeting their requirements and striving to exceed expectations.
- **Safe working place**  
Provide and ensure safe and healthy working conditions. Encourage each employee to be involved in the improvement of safety performance and to behave proactively in preventing accidents or property damage.
- **Social responsibility**  
Contribute to sustainable development issues in all countries where BOURBON operates, taking into account the environment, human rights, health and wealth, employment creation, and access to education and technology.
- **Empowerment of people**  
People at all levels are the essence of BOURBON. BOURBON commits to provide them with proper equipment, training and responsibilities enabling them to be fully involved.
- **Anti-discrimination and harassment**  
All employees have the right to conduct their employment in an environment free from any offensive, hostile or intimidating attitude that may affect their job performance, safety and well-being.
- **Business ethics**  
BOURBON shall conduct its business in accordance with all applicable laws, regulations and specific code of ethics.
- **Supplier relationships**  
A mutually beneficial relationship enhances the ability of both the company and the supplier to create value.
- **Process approach**  
BOURBON runs its business through process approach, pursuing continuous improvement and taking decisions based on facts.
- **Risk Management**  
BOURBON seeks to identify, evaluate and continuously manage threats to achieve safe operations and to meet BOURBON's vision, objective and strategy.
- **Reporting**  
BOURBON reporting system shall provide all its stakeholders with transparent, timely and effective information to properly conduct their activities.
- **Environmental respect**  
BOURBON is committed to preserve the environment from the impact of its activities at sea, on land and in the air, notably by using efficient resources, optimizing fuel consumption and by minimizing adverse consequences.
- **Sharing best practices**  
BOURBON works as a team, prioritizes dialogue, promotes sharing of experience and provides adequate information throughout the company.

**Christian Lefèvre**  
Chief Executive Officer

**Gaël Bodénès**  
Chief Operating Officer