

<p style="text-align: center;">Charter ELECIO Consulting for Recruiting activities: 15 commitments to succeed with you</p>

We make the commitment:

- 1 – To carry out missions entrusted to us while respecting the fundamental rights of human beings.
- 2 – To respect the privacy of individuals and not discriminate on social, ethnic, sexual, political or religious grounds.
- 3 – To only accept assignments that we feel able to carry out successfully.
- 4 – To comply with the requirements of professional confidentiality and abstain from using the information we receive for any other purpose than the success of the mission.
- 5 – To establish relations of the same level of quality in terms of trust, transparency and confidentiality with all candidates, potential or declared, as well as with the business.
- 6 – To never pass on to third parties the CV of a person without his or her consent.
- 7 – To intervene as a third party to provide a service without any pressure or conflict of interest, thus promoting the success of our missions.
- 8 – To keep our client and the candidates informed on a daily about the progress of the project, with a constant concern for truth and candor.
- 9 – To develop assessments limited to the job prospects of the mission that we are carrying on.
- 10 – Not to receive any remuneration from the candidates, declared or potential.
- 11 – To offer customized solutions for each mission at the right price and without any extra unnecessary service.
- 12 – To provide the company and the final candidate, at least during the trial period, with a follow-up to ensure the successful integration of the candidate.
- 13 – To observe the rules of fair competition with respect to our fellow competitors.
- 14 – Not to approach candidates and employees of our clients.
- 15 – To ensure that all the partners and consultants who work with us do implement the practices described in this charter.