



# ETYC

## Code Of Ethics

### Introduction:

ETYC is a company based in Monaco since 2019, and which aims to support the yachting industry in reducing their impact on the environment.

Within this framework, we have developed a set of training, coaching and audits during which we implement the most appropriate sustainable and environmentally friendly solutions.

With this in mind, we have created this directory - ETYC PAGES - which aims to communicate more widely and effectively to the yachting industry the various sustainable solutions that exist and are available to them.

Sustainability is about the planet and the people. By signing our code of ethics, you commit yourself and the suppliers you choose to work with to the following points.

Finally, as an ETYC referenced company, we are committed to the industry to promote sustainable environmental solutions of which you are now a part. As such, we ask that you read and sign our code of ethics to ensure your commitment.

Any breach of the code will be eligible for termination of the annual renewal.

### Commitment 1: Human Rights and Working Conditions

**Fair wages:** The Client is committed to fair compensation of employees through reasonable wages, benefits and working hours in accordance with local standards and applicable laws. All employees shall have a written employment contract, setting out the terms and conditions of their employment.

**Child and forced labour:** The Client and its suppliers undertake not to use child or forced labour.

**Human Rights:** The Client and its suppliers undertake to respect and ensure the fundamental human rights described in the Universal Declaration of Human Rights.

**Discrimination:** The Client undertakes to recruit their employees solely on the basis of their ability to perform a task and not on the basis of personal characteristics,



beliefs or any other form of discrimination provided for by law. The Client undertakes not to discriminate in any way.

Right to training: The Client undertakes to guarantee their employees access to continuous training throughout their professional career.

We also invite you to read and sign the United Nations Global Compact <https://www.unglobalcompact.org/participation/join/application/business>

#### Commitment 2: Anti Bribery

The Client shall refrain from any form of corruption.

#### Commitment 3: Respect for the environment

The Client undertakes to make every effort to reduce the impact of its activity on the environment.

The Client undertakes to measure the impacts of its activities on the protection of natural capital and biodiversity, not only in its direct spheres of operation but throughout its various supply chains, from the production of raw materials to the marketing of goods and services offered by the Client.

#### Commitment 4: Transparency

The client undertakes to be transparent about the company's activities.  
The client undertakes to communicate any information concerning changes in the company if these concern its impact on the environment or its impact on people.

Company Name:

Name and Function of the signatory:

Signature:

Date et place: