



**Sector: Real Estate Investment & Services      Employees: 500**

## **Criteria 13: The COP describes effective management systems to integrate the anti-corruption principle.**

### **Description and implementation process:**

The Ethics Charter and the practical guide of the code

The Ethic Charters

In addition to the AFEP-MEDEF recommendations, Gecina developed a specific Ethic Code that will be shared with all employees and that is structured around 8 themes:

- Compliance with regulations;
- The Group's commitments;
- Responsibility towards the environment;
- Work conduct;
- Ethical business management;
- Confidentiality;
- Stock exchange compliance;
- Whistle-blowing.

This Ethics Charter is currently being updated.

Furthermore, a practical guide accompanies the Ethics Code and gives examples, in order to help users to identify risks of fraud, corruption etc. through concrete case studies and real life situations.

### **Impact and results:**

Awareness raising and training on business ethics and compliance:

- In 2012, four informative sessions have been held with a participation of 75% of employees.
- In 2013, 80% of employees have been trained by taking into account turn-over rate and workforce rotation
- In 2014, 100% of newly recruited employees were trained.

# BUSINESS CASE

## **Links to reference documents / Links for more information:**

Link to reference document (pages 156-157) : [Click here](#).