



PAIN D'ÉPICES MULOT & PETITJEAN

company founded in 1796

ETHICS AND VALUES POLICY



The Mulot & Petitjean company ethics policy is the document which we rely on to uphold our traditions and values in our professional environment. It is aimed at the company and all its staff, as well as our customers and suppliers, who all make the company what it is today and what it will be in the future.

In the spirit of family and community, these values which we uphold guide our decisions concerning the preservation of the traditional craft methods which protect the quality and reputation of our products, whilst encouraging innovation and ensuring that our image remains up-to-date in the eyes of our customers.

In order to best respect these values, our actions are guided by ethical standards. These moral commitments, led by the company and its employees, are in order to create an environment which encourages success.

THEREFORE, MULOT & PETITJEAN ARE COMMITTED TO:

1. Protecting the health and safety at work of all staff by ensuring all health and safety standards are applied, any personal information supplied remains confidential and everyone's privacy is respected.
2. Ensuring the personal development of staff in their place of work by facilitating access to training and by developing skills, whilst ensuring equal opportunities in professional career progression within the company.
3. Protecting staff from discrimination in their professional lives as well as at the time of hiring and during their period within the company, whether this is linked to age, origin, social status, gender, sexual orientation, disability or religion.

4. Raising staff awareness of behaviour which is inappropriate or dangerous, such as sexual harassment or bullying, or the failure to comply with instructions which could result in serious consequences for the person or the work activity involved.

5. Ensuring the safety and well-being of staff through compliance with the QHSE standards (quality, hygiene, safety, environment) and product traceability, as well as the continual improvement of products and services offered.

6. Ensuring the confidentiality of information given by customers during business relations or commercial transactions.

7. Conforming with current environmental standards. A healthy environment allows us to obtain superior quality raw ingredients and products.

8. Promoting collaboration with businesses in the region to encourage their development and our participation in local professional life and to treat suppliers fairly.

OUR STAFF ARE ALSO COMMITTED TO:

1. Acting with integrity within the company as they themselves are part of the company image in both the eyes of customers and suppliers.
2. Being personally engaged with the tasks they are given to encourage the overall success of the business by creating a good working atmosphere.
3. Respecting the company's heritage, whether tangible (buildings, products) or intangible (confidentiality regarding company information, the company's image).
4. Respecting staff with whom they are in contact and favouring dialogue to resolve potential conflicts.