



1. PURPOSE OF THE CHARTER

The purpose of this Charter is to define the dominant values and ideas that give PRECI-DIP SA an identity, while satisfying its customers, its investors and its employees.

2. OBJECTIVE OF PRECI-DIP SA

PRECIDI-DIP SA is an economic organization whose aim is to ensure its long-term growth, not only in accordance with current legal standards, but also with a view to contributing to the well-being of both its internal and external stakeholders.

3. MANAGEMENT TEAM

The Management Team defines the intrinsic values of PRECI-DIP SA, proposes coherent and realistic strategies to the Board of Directors and ensures their implementation. It permanently updates its knowledge, technology and organization in order to maintain the fundamental course necessary for attaining the objectives and guaranteeing the durability of PRECI-DIP SA, regardless of circumstances.

4. NEW PRODUCTS AND NEW MARKETS

PRECIDI-DIP SA heeds the needs of its customers through its world distribution and sales network. Its local sales forces guarantee the understanding, speed, flexibility, and satisfaction of its trading partners. According to the principles of the ISO 9001 standard, PRECI-DIP SA undertakes, through its technology and knowledge, to offer its customers enhanced value products and services. Its specific activity, the development and manufacture of standard and custom-design products creates the avenue for further growth for both the customer and for PRECI-DIP SA itself. The creation and innovation process is necessary for the development of PRECI-DIP SA in order to ensure its durability. This added value chain will provide benefits for its customers and will guarantee the long term sustainability of PRECI-DIP SA.

5. THE STAFF

PRECIDI-DIP SA is committed to maintaining a very active and participative human resources policy in order to guarantee a qualification level adapted to the expectations of all its customers. Its versatility, which is the vector of cohesion, aims to develop the complementarity and the motivation of the personnel in order to ensure the smooth running of the Company. Every PRECI-DIP SA staff member undertakes to respect and encourage the Company values, to promote the team spirit and maintain the dynamism of the Company by adopting a positive approach. PRECI-DIP SA undertakes to respect an equitable policy regarding the recognition, remuneration and promotion of its staff. The confidentiality clause that all staff members sign and respect and their commitment to honesty are basic values for each of them.

6. ENVIRONMENT, SAFETY, HEALTH

PRECIDI-DIP SA is committed by safety and environmental charters to respect the standards according to the ISO 14001 certification that it has acquired and to promote them by adopting specific environmentally-respectful techniques which guarantee the health and safety of any person working in or visiting the plant.

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7. REGIONAL INTEGRATION

PRECI-DIP SA undertakes to integrate into its geographical, political and social environment and to be an active and participative player in the technical, economic and cultural development of that environment, while respecting the harmonious development of its products in accordance with the satisfaction of its customers.

8. COMMUNICATION AND INFORMATION TECHNOLOGY

PRECI-DIP SA is committed to implementing powerful data-processing tools for efficiently and constructively communicating with its associates and staff while respecting the integrity of the Company. A periodic information session with all the company executives forms the basis of direct communication with all the personnel on the progress of the company activities and future projects. PRECI-DIP SA undertakes to develop data-processing tools to simplify all its tasks and to follow and monitor its basic activities in real time in order to guarantee the reliability of information.

9. PARTNERSHIP

PRECI-DIP SA undertakes to develop a close association with its customers and suppliers to ensure long-term durable and evolutionary growth by respecting industrial relationships based on ethics and fair competition. PRECI-DIP SA also supports a durable relation with any associates who encourage the desire to further the terms of this Charter.

10. AN INTEGRATED AND EVOLUTIONARY CHARTER

On joining PRECI-DIP SA, it is the responsibility of every staff member to respect this Charter, to have it respected and to accept the terms hereof. The confidential person in any matter relating to the application of this Charter is the Manager or the Head of Human Resources who undertakes to respect total anonymity in any question relating to private matters.

This Charter is not unchangeable and PRECI-DIP SA undertakes to make it live and evolve according to the needs and expectations of its associates and the market. The PRECI-DIP SA Management Team stands guarantor for the development, follow-up and application of this Charter.

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