

ETHICS & COMPLIANCE CHARTER

MESSAGE FROM THE CEO

Dear Colleagues,

Arianespace is built upon a set of common values and ethical standards which are shared by all of its employees.

All of the executives and employees of Arianespace recognize the values of rigor and integrity which have driven the Company since its creation. The Ethics & Compliance Charter formalizes these commitments. It is designed to assist us in honoring the trust placed in the Company by its customers, employees, shareholders, suppliers and all its business partners.

With public and private customers located in over 40 countries, Arianespace is subject to a wide variety of legislation, which we must know and respect. Beyond a simple respect for the law, we are proud to make a contribution, as we are aware of the Company's responsibilities with regards to governments, the environment and populations.

In addition to our responsibility to the community, the Company also has a responsibility vis-à-vis its employees, customers and suppliers. It is the respect for principles such as equal treatment and confidentiality that builds trust both within the Company, as well as between the Company and its partners.

More generally, the integrity of the Company depends upon each one of us, whether in terms of safeguarding its assets and reputation, or in ensuring compliance with its internal procedures. Therefore, ethics and compliance should be a focus for all employees.

In order to set the Charter in motion and make it valuable over time, it calls for internal procedures. The compliance approach underlying the Charter is, therefore, intrinsically linked to the quality assurance policy which has been in place since 2013 and is summarized in our Quality Manual.

The Ethics & Compliance Charter, which was adopted following extensive consultations, will evolve over time, based on our employees' experiences and suggestions.

I encourage each of you to make it alive in your daily activities and to share it with our partners.



Stéphane Israël
Chairman & CEO

A stylized, handwritten signature in black ink, consisting of several fluid, overlapping strokes.

ARIANESPACE, A COMMITTED COMPANY

1. RESPONSIBILITY TOWARD THE COMPANY AS A WHOLE

1.1 General respect for the law

As a French satellite launch company, Arianespace complies with the requirements of the French law on space operations (LOS), as well as all applicable international treaties, laws and regulations, both in France and in the Company's countries of operation.

1.2 Quality and security of activities

The quality of the launch services provided and the safety of our activities and installations are at the heart of our professional commitment and of the success of Arianespace. We understand that our long term development requires that the Company never prioritize a commercial objective over a security or regulatory imperative.

1.3 Administrative oversight – Cooperation with the authorities

Arianespace is subject to rigorous technical and administrative oversight by the French government, which is exercised by the Minister of Higher Education and Research and the National Space Studies Center (CNES), among others. The administrative authorizations which are essential to the Company's mission, particularly the launch authorizations, require the utmost respect of the associated obligations.

Arianespace actively cooperates with the European Space Agency (ESA), the CNES, and all French, European and international administrative authorities in supporting the public interests for which they are responsible, particularly as they relate to access to space, security, environment, and national defense.

1.4 Zero tolerance for corruption

We are convinced that our Company's performance and success is based upon our integrity and the integrity of our partners.

Arianespace respect all applicable international conventions and national laws fighting corruption in countries where our Company operates.

1.5 Import/Export Legislation

As an importer and exporter of equipment and components from various countries, some of which are military or dual-use items, Arianespace is subject to numerous rules and formalities relating to import/export, including the American International Traffic in Arms Regulations (ITAR).

1.6 Environmental Responsibility

In addition to carrying out our missions, we have simultaneously put in place an initiative for the continuous improvement of our environmental performance, on the ground as well as in flight. This initiative, which is a shared responsibility, fits within the framework of the LOS. Our commitment in this area is periodically reviewed in our Corporate Social Responsibility Report and in the ISO 14001 and ISO50001 certifications related to our operations in Guyana issued by external authorities which attest to the successful implementation of this voluntary initiative.

ARIANESPACE, A RESPONSIBLE EMPLOYER

2. RESPONSIBILITY TOWARD OUR EMPLOYEES

2.1 Work environment

The quality of services offered and the success of Arianespace since its founding are a direct result of the commitment and competence of the Company's employees. Arianespace considers its employees to be the Company's most valuable asset, and makes every effort to foster their involvement and enable them to evolve in a working environment that is conducive to professional development.

2.2 Workplace health and safety

The safety and health of Arianespace employees has always been one of the Company's primary concerns. Today, as in the past, workplace health and safety are a shared responsibility and are subject to strict administrative oversight, notably with regard to the high Seveso II ranking of our launch installations. We are each responsible for our own security and that of our colleagues.

2.3 Psycho-social risk reporting

A hotline for psycho-social risks is available for all Company employees.

2.4 Privacy and protection of personal data

Arianespace respects the personal rights and the individual and collective liberties of its employees. The Company respects the privacy of each individual and does not collect or process personal data except within the strict confines of the law.

PRESERVING THE INTEGRITY OF ARIANESPACE

3. RESPONSIBILITY TOWARD THE COMPANY

3.1 Operator of vital importance

Arianespace is classified as an «operator of vital importance» for France and guarantees independent access to space for Europe. As such, the Company's integrity must be strictly protected against any potential threat.

3.2 Premises - Confidential Documents

All employees are responsible for protecting the Company's technical and commercial assets. Each person must exercise strict vigilance, in accordance with his/her level of responsibility.

The Company's security officers, listed on Arianespace intranet site, are responsible for ensuring that instructions and procedures aimed at ensuring the security of our premises and facilities are complied with. All employees must adhere to these instructions and procedures. Third parties can only access the premises under the supervision of an Arianespace employee and within the framework established by existing procedures.

Company data, regardless of its form, is used, organized and archived with due respect for the applicable confidentiality and security procedures, based on the sensitivity and relevance of the data, and the existing legal and regulatory obligations. Specific procedures apply to data and support systems which have been classified for national security purposes or classified by the Company for any other reason.

3.3 Information systems

The protection of the integrity of the Company's information systems is paramount. These systems can only be used in a manner consistent with the IT Charter.

3.4 Company reputation

Arianespace has earned a strong reputation, which is our shared capital. It is our duty to protect and enhance the Company's reputation in our daily interactions with our partners, as well as in our use of electronic communications and social media. The CEO, or a Company representative duly appointed by the CEO, is the only individual who is authorized to speak on behalf of the Company and all external requests for information or public comments must be redirected to the Communication Department.

3.5 Loyalty / Conflicts of interest

Our professional and personal lives are comprised of diverse roles and relationships, which are extremely valuable. However, we must never forget that even outside of work, we remain in possession of Company information and continue to represent the Company. Each employee is encouraged to proactively report all risks of conflict of loyalty or conflict of interest within their sphere of responsibility to the security officers or to the General Counsel - Ethics & Compliance Officer.

3.6 Quality of accounting and financial data

The quality of our accounting and financial data is critical for business management, compliance with our legal and fiscal obligations, and for the annual certification of our accounts by our auditors. Everyone is responsible for collecting and properly documenting relevant financial and accounting data at his/her own level without undue delay and in an accurate, transparent and comprehensive manner.

ARIANESPACE, A RELIABLE AND DEMANDING PARTNER

4. RESPONSIBILITIES TOWARD THE COMPANY'S PARTNERS

4.1 Commitments required of our partners

We expect our commitment to integrity to be shared by all of our business partners. We make our partners aware of the principles of our Ethics and Compliance Charter and strive to have them subscribe to and comply with the corresponding ethics and compliance commitments.

4.2 Reliability

The quality of service provided to our customers is based on our technical rigor and intellectual honesty.

4.3 Equitable treatment - Segregation of Information

We work with all of the operators and manufacturers in our industry without discrimination of any kind. We treat our customers, suppliers and partners fairly and equitably. The launch calendar is established based on objective criteria with strict respect for our contractual obligations and in an impartial manner.

All information communicated to us by our clients, suppliers and partners is treated as confidential and is protected by strict internal segregation procedures and in our IT system.

4.4 Fair competition

We believe in the virtues of fair competition and comply with applicable competition laws and regulations in all of our countries of operation.

4.5 Gifts and invitations

Gifts, invitations and other forms of commercial hospitality are issued solely for the purpose of reinforcing our corporate image and maintaining positive commercial relationships. Such hospitality must remain proper and relevant to our professional activities. Particular vigilance is required when conducting business with public authorities or public entities. In case of doubt, the opinion of the General Counsel - Ethics & Compliance Officer will be requested in advance.

4.6 Charitable contributions and sponsorships

All charitable contributions and sponsorship activities must be approved in advance by the CEO. The Company's vision is to prioritize contribution in educational project where the Company is established commercially and where it operates (Evry urban area and French Guyana).

A COMMON COMMITMENT

5. IMPLEMENTATION OF THE CHARTER

5.1 Charter implementation

The principles of our Ethics and Compliance Charter are at the heart of the Company's undertaking. Each employee receives a copy of the Charter which will remain available on Company's intranet at all times.

5.2 Training

The Company provides periodic training to employees on the Charter's principles.