

## MESSAGE FROM THE GENERAL SECRETARY



Driss AIT-YOUSSEF  
General Secretary of ATALIAN

*The ATALIAN Group is built upon strong values that guide our day-to-day actions. Even though these values are well-established, it is essential to formalize them. This is the primary mission of this document, which invites all Group employees and stakeholders to apply and disseminate these values as widely as possible.*

*It is, therefore, imperative that we mobilize collectively to fully preserve our integrity for the sole interest of ATALIAN's future. This Code constitutes a foundational standard, which must be applied to all Group entities. However, each entity is free to supplement the Code with more detailed ethical rules or procedures specific to its own country. Such adaptations must not, however, contradict or be inferior to the requirements of this document. This Code is regularly updated to take account of changes within the Group and of new requirements in the conduct of our operations.*

*Each manager's individual performance will be assessed based on compliance with these rules.*

*We encourage all our employees to respect our commitments so that ATALIAN's reputation reflects our beliefs in integrity. Integrity not only strengthens our reputation but also sets us apart economically.*

*We wish to make it clear that the governing body will always be seen as a committed sponsor in the fight against fraud and corruption.*

*In other words, all our employees and stakeholders will find solid support in the application of our principles and values*

**Driss Aït Youssef**

