

Membership Charter

1. Context

Pole AVENIA is the only French competitiveness cluster for the Geosciences. Its ambition is to sustainably promote the subsurface in the context of the energy transition. In France and worldwide, this involves a twofold strategic objective that consists in developing sustainable technologies for geosciences and encouraging technology transfer in three application markets:

- Upstream oil and gas.
- Deep geothermal energy.
- Geological storage of energy and CO₂
- Mining and quarrying
- Water and the environment
- Infrastructure.

POLE AVENIA's aim is to be the showcase of geoscience know-how in France, through the development of an efficient network of players, where trust is the primary source of competitiveness.

POLE AVENIA encompasses companies, training establishments, universities, and public or private organizations who all work together towards collaborative innovation projects.

Joining POLE AVENIA is to make the choice of sharing skills and knowledge, successes and risks, visions and goals.

In drawing up this Membership Charter, the cluster intends to build a secure environment to encourage the development of partnerships and projects.

2. Purpose and scope

2.1. Object

The purpose of this Charter is to formalize the rules of good conduct that each member of POLE AVENIA, is asked to comply with when they join the cluster.

Its aim is to foster values that are essential for synergy within the network and with external partners: mutual goodwill, trust, observance of confidentiality and a spirit of cooperation.

These values apply to all members, regardless of the sector they belong to, to POLE AVENIA'S team and to all the actions undertaken by the cluster.

This Charter is not exhaustive and therefore cannot anticipate all the situations that a member might encounter. However, it is intended as a set of guidelines for conduct that is consistent with the values of POLE AVENIA.

2.2. Field of application

This Charter applies to all members of POLE AVENIA and all their employees. The Charter must be accepted by each member of the cluster.

3. POLE AVENIA's commitment

POLE AVENIA is represented and spearheaded by an association *Avenir Energie Environnement* (which comes under the French Law of Associations (1901)). The association employs an operational team whose role is to lead and operate the cluster, as well as create and manage different types of projects (economic development, R&D, etc.) for its members.

The cluster's employees, advisors and the experts it consults, carry out their functions in the best interests of everyone concerned. Most importantly, they must take into consideration the plurality of the organizations, institutions and companies and act impartially and fairly with regard to them. All members are bound to discretion and confidentiality as regards the information that is brought to their attention in the frame of the cluster.

The permanent staff of POLE AVENIA guarantees it will use all the necessary means to support members as part of assignments that fall within the scope of the cluster, within the limits of the resources it has access to (human, financial, etc.). It is committed to listening to members and providing them with business expertise, a market vision, strategic and financial advice, and visibility.

4. Commitment of POLE AVENIA's members

4.1. Mutual goodwill, understanding and trust

Mutual goodwill, understanding and trust are values essential to the cohesion of POLE AVENIA and to encouraging a shared team spirit among members. Loyalty, honesty and kindness towards one another is a guarantee of quality relationships, especially in cluster activities.

In exchanges with others, all members are expected to be honest and respectful.

4.2. Spirit of cooperation and public interest

POLE AVENIA relies on a spirit of cooperation and public interest to guarantee its long-term performance. It achieves this by constantly fueling the creativity and efficiency of all its members for the collective benefit.

The members of POLE AVENIA therefore undertake to carry research and development projects through to completion, drawing on individual competencies and activities and combining them to achieve this.

Members shall promote the image of the cluster and avoid any behavior or attitude likely to undermine its image and harm its reputation.

4.3. Confidentiality and respect for intellectual property

Each member of the cluster shall guarantee the confidentiality and security of information concerning other members that is brought to its attention as part of the cluster's activities. It must not disclose any confidential information that it might have received owing to its position as member of the cluster or one of its organizations.

In addition, each member shall respect the intellectual property of its partners.

4.4. Respect for applicable laws and regulations

Each member agrees to observe the applicable laws and regulations, as well as the public policy rules. POLE AVENIA expects each member, representative and employee to display exemplary behavior based on loyalty, respect for dignity and individual rights.

5. Implementation of the Charter

5.1. Recipients

This Charter is submitted to each member of the cluster, who acknowledges having read it and accepts it.

5.2. Respect

Each member of the cluster undertakes to respect its content and to apply it within its organization.

In the event of any doubt regarding the action to be taken, members shall consult the management of Pole AVENIA.

5.3. Sanctions

The principles laid down in this Charter and validated by the governance of the cluster are imperative, and members shall respect them at all times. Any failure to comply with these rules would be considered as a fault, and the cluster would be entitled to take the appropriate sanctions and initiate legal proceedings through its governing bodies (Administrative staff, Board of Directors), in accordance with the law applicable to the member concerned. The Administrative staff can thus submit the proposal to exclude a member for decision by the Board of Directors, in the event of non-compliance with the Charter.

5.4. Evolution

The Charter must be adapted to the life of POLE AVENIA. Each member is therefore invited to submit to the cluster, any comments or proposals likely to modify the text of the Charter, with a view to implementing an effective ethics policy and partnership within POLE AVENIA.