



HYPERION LBC

Conseil en éthique, ingénierie et maîtrise des risques

HYPERION LBC- OUR CODE OF ETHICS

For Hyperion LBC, the very first value is, to avoid ambiguous saying or wording, or fuzzy definitions ; otherwise, a true and balanced exchange becomes quickly impossible, or it turns to a piece of theater. We try also to refrain from confusing: values, good practices, duties, rules of the game, procedures, corporate culture, management principle, mission statements...

***Values** are behaviors or mindsets, promoting **truth** (fit between what one says or thinks and what one does or is), **Justice** (or equity), and **care of the other persons**. *Truth makes free, freedom makes responsible, responsibility goes along with respecting the dignity of the other. Value has a **cost** : not a merchant price, defined by buyer/seller law. Values are hierarchical: some deserve, you sacrifice another. This leads to ethical **dilemmas**.**

***Ethics for us means the mindset, leading to ask yourself if this or this possibility supports or not as much as possible the common good.** The ethics we are interested in is not a speculative one – although thought comes before acts normally- it is an ethics of action. This ethics is strongly rooted in the Catholic Church social doctrine.*

Facing the changing, complex, and sometime ambiguous daily reality, with ethical requests supposes **carefulness**, (not pusillanimity) **judgement** (not beating about the bush) and **advice** (being aware, ones does not know everything and is not always in position to fix a problem by his own) . **Judgement** allows also to **conciliate truth and care of people** in a given situation ; being true but avoiding hurting or judging.

We think, the enterprise or more broadly the economy and world of finance are not exempted from the universal **Golden Rule**: in its negative way (refrain from doing to other what you do not want to undergo) and its positive way (do to other what you would like they would do to you). I will refrain from recommending to customer something I would not do for myself.

Hyperion LBC wants to be **realistic**: an action plan or a strategy has to **fit with facts** ; if even one is in contradiction, the plan has to be adapted, not the fact ; as facts has no opinions. They are. **Profit** is just a mean, yes, not a goal by itself, but a non-profitable business cannot stay very long as it is. Take into account **the time needed to do well**, and the persons. Admit, ethics, strategy and even management are **not hard science**.

Listening (which supposes paying attention to the other), **reactivity**, culture of **efficiency, continuous improvement**, belong also to our values or choices. As well as declining doublemind, declaring **conflicts of interest** as soon as they appear; **keeping our word**. Acting in the consulting area, Hyperion LBC abides by the rules of absolute **confidentiality, integrity, transparency** and **duty to provide advice**, as mentioned for instance in the **Syntec** code of deontology.

Last : **serendipity**. And knowing, **in crisis time**, the danger is, you are pushed to come back to the caricature of yourself and «**reflex action**».

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