
Training Rules

Internal rules applicable to Penthertz participants (articles L. 6352-3 to L. 6352-5 of the French Labour Code)

Version: 1.1 **Date:** 14 October 2026 **Author:** Penthertz SAS, registered training organisation **Status:** English version of the Règlement intérieur, version 1.1 of 14/10/2026. In case of discrepancy, the French version prevails.

These internal rules are drawn up in accordance with articles L. 6352-3 to L. 6352-5 and R. 6352-1 to R. 6352-15 of the French Labour Code. They apply to all participants trained by Penthertz, for the duration of their course, wherever it takes place (Penthertz premises, client premises or remote training).

Article 1. Purpose and scope

These rules set out the health and safety measures, the disciplinary rules (in particular the nature and scale of sanctions and the participant's rights in the event of a sanction), and the arrangements for participant representation for courses longer than 500 hours. They are brought to the attention of every participant before the course starts.

Article 2. Health and safety

Preventing accidents and illness is essential and requires everyone to comply fully with the relevant instructions.

- On site, each participant complies with the health and safety measures in force at the training venue, the evacuation instructions and the trainer's instructions. When the course takes place on a client's premises, the host company's health and safety rules apply;
- for remote training, the participant attends from a working environment whose compliance with health and safety rules (workstation, electrical installation, breaks, ergonomics) is their own responsibility;
- any accident, however minor, occurring during the course must be reported immediately to the trainer or to Penthertz management;
- the radio-communication equipment and materials provided are used exclusively within the defined teaching framework, following the trainer's instructions.

Article 3. Discipline and conduct

- Attendance and punctuality: the participant attends the whole course and signs the attendance sheets (or validates digital attendance for remote sessions) for each half-day;
- Conduct: everyone behaves correctly and respectfully towards the trainer and, where applicable, the other participants;
- Equipment and resources: the participant takes care of the equipment and materials provided and uses them for their intended purpose;

- Substances: attending a course while intoxicated or under the influence of illicit substances is prohibited; smoking and vaping are prohibited in the training premises;
- Confidentiality and intellectual property: the materials, tools and content provided are protected by the French Intellectual Property Code; any unauthorised reproduction or distribution is prohibited;
- Ethical and lawful use of the techniques taught: the radio signal analysis and attack techniques presented are taught for strictly educational and defensive purposes. The participant undertakes to use them only in an authorised context (test environment, systems they own or for which they hold written authorisation), in compliance with the applicable legislation, in particular on electronic communications, interception of communications and use of the radio spectrum. Any misuse is the participant's sole responsibility.

Article 4. Nature and scale of sanctions

Any breach by the participant of these rules may give rise to a sanction. A sanction is any measure, other than verbal remarks, taken by management following conduct of the participant considered to be at fault. Depending on the seriousness of the facts, the sanction may take one of the following forms, without this order constituting a mandatory progression:

- written warning;
- reprimand;
- temporary exclusion from the course;
- permanent exclusion from the course.

Article 5. Disciplinary guarantees and rights of defence

No sanction may be imposed on a participant without them first being informed of the grievances held against them, in accordance with articles R. 6352-4 to R. 6352-8 of the French Labour Code.

- When management is considering a sanction, it summons the participant in writing, stating the purpose of the meeting; the meeting may be held remotely;
- during the meeting, the participant may be assisted by a person of their choice; management states the reason for the proposed sanction and hears the participant's explanations;
- the reasoned sanction is notified to the participant in writing, no earlier than one clear day and no later than fifteen days after the meeting;
- where conduct may lead to a sanction, the participant's employer and, where applicable, the funding body are informed.

Article 6. Participant representation

For courses longer than 500 hours, a representative and a deputy representative are elected under the conditions set out in articles R. 6352-9 to R. 6352-15 of the French Labour Code. As Penthertz courses are shorter than 500 hours, this provision does not apply in practice.

Article 7. Complaints

Any complaint about the conduct of a course may be sent in writing to qualite@penthertz.com. Penthertz acknowledges receipt within five working days and gives a reasoned reply within fifteen working days. In the event of a persistent dispute with a participant who is a consumer, the participant may refer the dispute free of charge to the consumer mediator appointed by Penthertz: CM2C, 49 rue de Ponthieu, 75008 Paris, France, www.cm2c.net.

Article 8. Accessibility

Any participant with a disability is invited to contact our disability officer so that possible adaptations can be studied: trainings@penthertz.com, +33 1 73 13 82 77.

Article 9. Entry into force and publication

These rules apply from their update date. They are brought to the attention of every participant before the course starts (sent with the invitation and the programme, displayed on the premises where applicable, made available on the training platform for remote courses).

Boulogne-Billancourt, 14 October 2026. For Penthertz, Sébastien Dudek, founder and director.