



GLOBAL RESPONSIBLE PURCHASING GUIDELINES

FOREWORD

CHEREAU is fully aware and conscious of his responsibilities towards his Customers, Employees and the organisations in which it operates. We have therefore decided to set up strict social, ethical and environmental requirements, which guide us in our business activities.

We consider collaboration with our supply chain environment as an integral part of our success and, therefore, strive to operate as an integrated team with our suppliers. Sustainability within this supply chain is an important component of our entrepreneurial responsibilities and extends across the entire procurement process for materials, products and services.

The selection of suppliers is based not only on the quality and on competitiveness of their materials, products and services, but also their adherence to social, ethical and environmental principles. We also wish to give a preference to short supply chain and local sourcing, in order to reduce our global CO2 impact.

Thus, in this Global Responsible Purchasing Guidelines we have laid down our expectations on suppliers with regard to environmental protection, working conditions, adherence to human rights laws and business ethics. It reflects the non-negotiable minimum standards and the basis for relationships with our suppliers.

In this way, we want to assume our responsibility for people and the environment and ensure that our actions and the actions of our suppliers are ethically correct, ecologically sustainable and socially compatible.

Please read the following Supplier Code conscientiously and make sure to comply with it when working with us. In addition, please also oblige your own suppliers and service providers to comply with the required standards and regulations or an equivalent standard or regulation guaranteeing the same level of protection.

LAWS AND ETHICAL PRINCIPLES

The Supplier must be aware and in full compliance with all applicable laws and regulations of the countries in which operations are carried out or services provided as well as European and international regulations.

The Supplier supports the principles of the United Nations Global Compact (<https://unglobalcompact.org/what-is-gc/mission/principles>), the UN International Bill of Human Rights (<https://www.un.org/en/about-us/universal-declaration-of-human-rights>) and the 1998 International Labor Organization Declaration on Fundamental Principles and Rights at Work (<https://www.ilo.org/declaration/lang--en/index.htm>) and its successor conventions and resolutions in accordance with national laws and practices.



The Supplier must comply with applicable economic sanctions and export control laws and regulations, and must not take any action that may expose them or CHEREAU to violations of applicable economic sanctions and export controls.

APPROPRIATE GRIEVANCE REPORTING MECHANISM

The Supplier commits to implementing grievance mechanisms (e.g., whistleblowing lines) accessible to its employees, business partners, and to the public. Such mechanisms will allow Suppliers' employees, business partners, and the public to express concerns without fear of intimidation, harassment, retaliation, or violence.

REPORTING NON-COMPLIANCE TO CHEREAU

With respect to the goods or services that the Supplier delivers to CHEREAU, the Supplier must report any non-compliance with these Guidelines to CHEREAU and commit to zero retaliation against individuals who make reports in good faith. CHEREAU will work with the Supplier to resolve any such non-compliance as necessary, reserving, however, its right to terminate the business relationship for non-compliance.

The preferred method for reporting non-compliance is the CHEREAU Ethic Committee, which is available to employees, business partners and the public via postal mail (JEAN CHEREAU SAS, Att : Comité d'Éthique, ZI Le Domaine, 50220 DUCEY) or via email at the address:

comite.ethique@chereau.com

COMPLIANCE WITH SOCIAL PRINCIPLES

Human treatment and protection of internationally proclaimed human rights

The Supplier respects human rights in all countries in which it operates, including in geographical areas where human rights may not yet be sufficiently protected.

The Supplier pledges its commitment to fulfill its responsibility towards respecting human rights in its operations and throughout its entire supply chain.

The Supplier agrees to work towards preventing situations of complicity or acts of collusion concerning fundamental human rights violations.

The Supplier shall treat all his employees with respect. He may not make use of punishments or other forms of physical or psychological coercion, sexual harassment, sexual abuse, verbal abuse or the threat of such treatment.

Non-Discrimination and Fair Treatment

The Supplier will, where possible, promote a working environment, which is inclusive and values the diversity of his employees.

The Supplier's employees must be treated in a fair and non-discriminatory manner, with the guarantee of equal opportunity and the absence of any policy aimed at, or indirectly resulting in, discrimination towards them on any basis prohibited by law, including, as applicable, but not limited to, race, gender, sexual orientation, health condition, disability, age, nationality, or religion.

The Supplier shall create a working environment without any harassment whatsoever.

Modern Slavery and Forced Labour

CHEREAU does not tolerate any form of forced labour, modern slavery, human trafficking, servitude or involuntary labour in its global operations, business activities or supply chains. All work must be voluntary and employees must be able to terminate the working or the employment relationship at any time. Employees must be allowed to retain control of their identity documents (e.g. passport, work permit or any other personal legal document).

Working age, child labour

The Supplier must adhere to all local legislation on labour law with relation to minimum age limits and the legislation regarding child labour. If no minimum age of employment is specified, the Supplier will comply with the International Labour Organization Convention 138.

Wages, Benefits and Working Hours

The Supplier will comply with all applicable national laws and binding industry standards on working hours, overtime, and shall pursue a fair remuneration policy, which complies with all national laws on payment terms or as set forth in the relevant collective bargaining agreements. The Supplier is committed to the principle that its compensation should seek to provide its workers and their families decent wages to afford reasonable and adequate shelter, food, and other necessities.

The Supplier is expected to commit to the principle of equal pay for equally valued and productive work, between men and women (ILO Convention 100).

Employees shall be paid regularly and on time.

Health, Safety and Well-being

The Supplier shall adhere to the respective applicable legal specifications for health protection and safety at the workplace. He shall comply with the internationally acknowledged standards (<https://www.ilo.org/global/topics/safety-and-health-at-work/lang--en/index.htm>) and work actively



on the identification and removal of safety deficits in order to improve workplace conditions so that health and safety can be guaranteed and protected.

Freedom of Association and Collective Bargaining

The Supplier respects the right of freedom of association and collective negotiations. Employee representatives may not be discriminated. Their work agreement may not be terminated in revenge for the exercising of employee rights, the assertion of grievances, the participation in trade union activities or the reporting of suspected legal violations.

Non-Retaliation

CHEREAU expects the Supplier to prohibit retaliation against anyone who makes a good faith report of a violation of policy or law. This includes but is not limited to employees, suppliers, stakeholders, and human rights defenders. Human rights defenders are internationally recognized individuals or groups who promote and protect internationally recognized human rights and fundamental freedoms through peaceful and legal means. The Supplier commits to neither tolerate nor contribute to threats, intimidation, or attacks against human rights defenders in relation to their operations to create safe and enabling environments for civic engagement and human rights at local, national, or international levels.

COMPLIANCE WITH ETHICAL PRINCIPLES

Bribery and Corruption

The Supplier agrees to comply with all applicable anti-corruption laws.

The Supplier may not take part in any form of corruption, blackmail or embezzlement or permit these. He shall ensure that his employees, sub-suppliers or representatives do not grant, offer or accept any unpermitted payments or advantages towards third parties.

All transactions carried out by the Supplier will be documented in accordance with the legal requirements. The Supplier has a zero tolerance policy.

Money laundering

The Supplier complies with the pertinent legal provisions regarding the prevention of money laundering, and do not take part in money laundering activities.

Export and import laws



The Supplier complies with all applicable legislation regarding the export and import of goods, services and information. Trade restrictions, embargoes and other restrictions shall be respected.

Fair trades practices

The Supplier agrees to know about and complies with any applicable rule relating to competition, and will implement any anti-competitive practices (cartels, etc.). The Supplier must independently determine its behavior and its commercial policy on the market to maintain healthy competition between all players.

The Supplier shall avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest. The Supplier shall provide notification to all affected parties in the event that a potential conflict of interest arises.

The Supplier undertakes to have processes to prevent, detect and remediate any conflict of interest, especially any conflict of interest that may influence its business with CHEREAU.

Data protection, intellectual property, business secrets

The Supplier undertakes to comply with the regulations in force concerning the collection, processing, transferring and use of personal data.

This applies in particular with regard to personal data of business partners, consumers and employees.

The Supplier may implement no use and treatment other than those provided for in the contracts and applicable laws and regulations.

Intellectual property, patents, company and business secrets of CHEREAU and third parties shall be respected and may not be forwarded without the express written consent of CHEREAU.

Material due diligence and fight against the use of Minerals from Conflict

The supplies, products or goods bought from the Supplier by CHEREAU, whether they are standard or specifically developed by the Supplier for CHEREAU, must respect legislations or regulations applicable in the production countries and the areas/ countries where the product is sold or used (European Union, etc.), including laws and regulations that require traceability of substances of concern for the protection of health or the environment.

The Supplier is required to establish processes for Minerals from Conflict in accordance with the OECD Due Diligence Guiding Principles to Promote Responsible Supply Chains for Minerals from Conflict and High-Risk Areas.

It is expected that no raw materials used in products are mined in conflict and high-risk regions, or those which finance armed groups guilty of violating human rights.

COMPLIANCE WITH ENVIRONMENTAL PRINCIPLES

Environmental protection

The Supplier shall comply with all applicable environmental laws, regulations and standards and operate an effective system to identify and eliminate potential environmental hazards.

The Supplier will proceed with declaration in accordance with the legal requirements in the respective countries and obtain approval if required.

Hazardous substances are register in the REACH (=Registration, Evaluation, Authorisation and Chemicals) authority central database if requested by regulation.

The Supplier shall inform CHEREAU proactively regarding the environmental and safety aspects of their products.

We expect our business partners to strive to support climate protection through the goods and services they supply. In this context, we also expect our Suppliers to take appropriate account of climate protection in their own operational activities.

Thus, to minimize the impact of production processes and products on the environment, the Supplier should:

- set tangible targets for climate protection, such as but not limited to, greenhouse gases emission (GHG), water consumption...
- make every effort to optimize the use of resources and minimize pollution and greenhouse gas ("GHG") emissions in its production as well as its supply chain;
- design and develop products taking into account the impact they have on the environment and the potential to reduce, re-use and recycle them;
- properly manage, in compliance with any applicable laws, air emissions, water discharges, and waste treatment and disposal;
- avoid substances and materials that are harmful to the environment or health as far as possible and find alternative environmentally friendly, long-term solutions;
- apply a logistics management that considers environmental impacts such as, but not limited to re-usable packaging or re-usable materials...

Safeguarding natural resources

In violation of legitimate rights, the Supplier must not deprive people of land, forests or bodies of water, the use of which secures their livelihood. The Supplier will refrain from harmful soil changes, water and air pollution, noise emissions and excessive water consumption if this harms the health of people, significantly impairs the natural resources for the production of food or prevents the access of people to safe drinking water or sanitary facilities.