

## **Ekinops Group Supplier Charter**

### **Preamble**

EKINOPS SA and its subsidiaries (hereinafter Ekinops) have embarked on an active approach to sustainable development within the framework of their activities, which must therefore be extended to the level of purchasing and subcontracting contracts for services and product manufacturing, which are an essential component.

For our suppliers, subcontractors and service providers (hereinafter the “Supplier (s)”), this Supplier charter (hereinafter the “Charter”) formalizes the commitments expected by Ekinops in terms of ethics, respect for human rights and labor standards, protection of human health and safety, and protection of the environment.

By adhering to the Charter,

- the Supplier undertakes to respect and implement, and to have respected and implemented by its own suppliers and sub-contractors, all of the principles set out therein, in compliance with contractual provisions and national laws applicable.
- It undertakes to receive, and as far as possible to have received by its own suppliers and subcontractors, the auditors, internal or external, who may be mandated by Ekinops to verify the application.
- The Supplier complies, for all themes of the Charter, with the principles deriving from the United Nations Universal Declaration of Human Rights, the fundamental conventions of the International Labor Organization (ILO) and the Sustainable Development Goals (UN) 1, in compliance with the applicable laws and regulations and the contractual stipulations in force.

Any non-compliance by the Supplier with the principles set out in this Charter will constitute a serious breach of its contractual obligations, capable, unless demonstrated rectification within a reasonable time, of leading to its exclusion from the list of authorized suppliers of Ekinops and the termination of all its contracts with Ekinops for its exclusive wrongs, without prejudice to any damages which may be claimed by Ekinops.

In the event that a Supplier, due to particular circumstances, is unable to comply with certain provisions of the Charter, it will be required to immediately inform Ekinops of them in order to agree on the corrective measures to be implemented.

### **1. Ethics**

The entities of the Ekinops Group and their Suppliers act in a responsible, loyal and open manner in order to establish and maintain lasting relationships of trust. The Supplier conducts its activities in accordance with the principles of honesty and fairness as well as with applicable laws and regulations, in particular with regard to competition and the prohibition of corruption. The

negotiation and execution of contracts must not give rise to behavior or facts that can be qualified as active or passive bribery, complicity in trading in influence or favoritism.

### ***1.1 Gifts and invitations***

The Supplier shall refrain from offering or offering to any Group employee, for himself or his relatives, any gift, invitation, act of convenience, favor or any other advantage, pecuniary or otherwise, likely to corrupt, influence or hinder the integrity, independence of judgment or objectivity of said employee in his relations with the Supplier. The Supplier agrees not to bear the travel or accommodation costs of a Group employee, in particular on the occasion of any commercial contacts, site visits, audits or product presentations.

### ***1.2 Conflicts of interest***

The Supplier avoids situations where there is a real or potential conflict of interest with Group employees or one of their relatives, which could harm the independence or the objectivity of their professional actions or decisions. Where it has not been possible to exclude the occurrence of a conflict of interest, the Supplier shall be transparent in informing Ekinops of the situation, so that it can be dealt with.

## **2. RESPECT FOR LABOR STANDARDS**

### ***2.1 Freedom of association and the right to collective bargaining***

The Supplier undertakes to comply with the principles of freedom of association, protection of the right to organize and collective bargaining of Convention C87 of the International Labor Organization (ILO), in accordance with local law.

### ***2.2 No use of forced or compulsory labor***

The Supplier undertakes not to use forced or compulsory labor as defined in ILO conventions C29 and C105. Convention C29 defines forced or compulsory labor as any work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. The retention, as a condition of employment, of identity papers, passports, training certificates, work permits or any other identification document is prohibited, as is the obligation for workers to provide deposits or financial guarantees.

### ***2.3 No use of illegal work***

The Supplier undertakes not to use illegal work as defined by the rules of the countries in which it operates.

### ***2.4 No use of Child labor***

The Supplier undertakes to apply the provisions relating to the elimination of child labor and the protection of children defined by the ILO conventions, in particular conventions C138 and C182 relating to the minimum age required.

## ***2.5 No discrimination***

Under the conditions provided for by ILO Convention C111, the Supplier undertakes not to make any distinction, exclusion or preference based on race, color, gender, religion, political opinion, ancestry national or social origin, which has the effect of destroying or altering equality of opportunity or treatment in matters of employment or occupation. The Supplier respects local legislation in terms of employment of people with disabilities.

## ***2.6 Hours of work***

The Supplier complies with local legislation regarding working hours, including overtime. In the absence of national laws, ILO standards must apply, namely that working hours may not exceed 8 hours a day and 48 hours a week. All workers have at least 24 consecutive hours of rest per 7-day period.

## ***2.7 Level of remuneration***

The Supplier complies with local minimum wage legislation and undertakes to pay their wages to employees on a regular basis. The Supplier undertakes to pay overtime hours in accordance with the rates defined by the applicable local legislation. In the absence of national regulations, remuneration should be sufficient to meet basic needs, in accordance with ILO Convention C131 on the fixing of minimum wages. The conditions of remuneration must be clearly communicated to workers.

## ***2.8 Harassment***

Employees must not be subject to physical sanctions or harassment or abuse of a physical, sexual, psychological or verbal nature.

# **3. PROTECTION OF HEALTH AND SAFETY**

The Supplier undertakes to provide its workers with a safe environment, protecting their health. Risks related to its activity must be identified and assessed. The Supplier must do everything possible to control these risks and take the necessary precautionary measures in the prevention and protection of accidents and occupational diseases. In particular, the Supplier must:

- ensure that workers have sufficient health and safety knowledge;
- in the event of any dangerousness of the equipment or products used, inform workers and train them in the prevention of risks linked to their use;
- provide workers with appropriate protective clothing and equipment, and instructions for their use;
- when necessary, guarantee access to first aid for workers;
- ensure, when providing accommodation, that it is clean and safe, and that it meets the essential needs of workers.

The Supplier also ensures that its activities do not harm the health and safety of its subcontractors, neighboring populations and users of its products. The Supplier is encouraged to implement a health and safety management system, established on the basis of international standards such as Iso 45001 or any other equivalent standard.

#### **4. ENVIRONMENTAL PROTECTION**

The Supplier conducts an approach aimed at minimizing its negative environmental impacts and implementing measures contributing to the protection of the environment, both for its products and for its management system, in particular with regard to the protection of nature, maintenance of biodiversity and ecosystems, depletion of natural resources, management of waste and toxic substances. It strives to limit nuisance to residents, reduce its energy consumption, releases to water, air and soil and the waste generated during the various stages of its activity, including packaging. The Supplier must obtain and comply with all the necessary environmental permits. The Supplier integrates the criteria of respect for the environment, health and safety in the purchase of products and services, the design, production and implementation of its own products and services, in order to reduce their impact in these areas throughout their life cycle, while maintaining and / or improving their quality. At a minimum, it undertakes to comply with the laws and standards which apply locally, as well as with the laws applicable in the country or countries of destination of the product. The Supplier is encouraged to implement an environmental management system established on the basis of international standards, such as the ISO 14001 standard.

#### **5. ALERT**

To collect all professional alerts, in particular those relating to the content of this Charter, Ekinops have set up an e-mail address to contact the Ekinops Group's audit committee President. This system, accessible to all, guarantees not only the confidentiality of the identity of the person making the report but also the confidentiality of the identity of the persons affected by the alert and of the information collected in this context. The alert system is accessible at the following address: [compliance@ekinops.com](mailto:compliance@ekinops.com).