

# RESPONSIBLE PURCHASING CHARTER



# **The Group's commitments to its suppliers and subcontractors**

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## The Bolloré Group undertakes to:



- **develop** sustainable business relationships that encourage the identification, control and effective management of risks and challenges relating to working conditions, environmental protection, business ethics and human rights;
- **maintain** a constructive and open dialogue with the supplier about its ability to meet its commitments, and contribute, as far as possible and in a spirit of cooperation, to the development and implementation of appropriate action plans
- **select** its suppliers and subcontractors according to a fair and impartial procurement process, and according to predefined criteria and objectives;
- **promote** social and environmental clauses where tenders allow;
- **choose**, as far as possible, the best candidates in terms of CSR performance, and inform unsuccessful suppliers of the reasons why they were not selected;
- **identify and prevent** conflicts of interest in relationships with suppliers and subcontractors;
- **educate and train** its buyers in ethical and CSR principles (see Ethics and CSR Charter);
- **allow complaints to be collected and processed** on behalf of all workers involved in the supply chain (<https://alert.bolloré.com/alerteV2/>).

Michel Sibony  
Group Purchasing Director

# Commitments expected from suppliers and subcontractors

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The supplier/subcontractor acknowledges that its commitments to issues of human rights, working conditions, environmental protection and business ethics are essential obligations when establishing and continuing business relations with the Bolloré Group, and it is committed to transparency, good faith and cooperation to ensure compliance at all stages of the relationship.

The supplier/subcontractor undertakes to comply with all national and international standards applicable to its activities in the following areas and in particular:

# Social and human rights issues

→ To respect the principles of the United Nations Global Compact;



→ Not to tolerate in any way any of the following as part of its business activities:

- **child labour**, outside the exemptions permitted by ILO Conventions Nos. 138 and 182,
- any form of practices qualified as **modern slavery, forced, compulsory or irregular labour** within the meaning of ILO Conventions Nos. 29 and 105,
- **any form of physical, moral or sexual harassment, or any discrimination related to origin, sex, sexual orientation, age, family status, pregnancy, physical appearance, health status, nationality, or trade union, ethnic or religious membership** within the meaning of ILO Conventions Nos. 100, 111 and 156, and in accordance with the Group's Diversity and Inclusion Charter;

→ To ensure decent working conditions and to meet **health and safety standards in accordance** with ILO Conventions Nos. 102 and 155;

→ To ensure clear working hours, remuneration corresponding to the hours worked, and equal pay, as well as break times and leave;

→ To guarantee its employees a decent wage that allows them to live in decent conditions and meet essential needs, with regard to the general level of wages, cost of living and social security benefits, paid in a regular manner and within a reasonable time (ILO Conventions Nos. 95 and 131);

→ To guarantee its employees the freedom of association and collective bargaining, or, in the event of local restrictions, not to oppose any form of free and independent representation and negotiation (ILO Conventions Nos. 87, 98 and 154);

→ To offer and promote access to training and skills development for its employees;

→ Not to apply less favourable treatment to migrant workers, and to respect the principles of ILO Convention No. 97.



# Ethical and compliance issues

- To respect the ethical principles of the **Bolloré Group** set out in its *Ethics and CSR Charter* as well as in its *Code of Conduct*, and help combat bribery and conflicts of interest in its business activities and its relations with its own suppliers;
- To comply with French regulations as well as OECD guidelines on preventing bribery and influence peddling or any similar legal provision, and to prevent these practices by effective measures aimed at its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers and their respective representatives who are involved directly or indirectly in any way whatsoever in the context of the commercial relationship;
- For suppliers of raw materials and specifically certain minerals, **to comply with applicable standards** and **inform the Bolloré Group** of any occurrence or risk of supply or extraction from conflict zones, embargoed countries or countries under sectoral sanctions;
- More generally, **to respect all national and international standards** with regard to economic offences, in particular relating to the financing of terrorism, to money laundering, to embargoes, and to arms and narcotics trafficking;
- Suppliers and subcontractors must **promote free competition**, thus prohibiting any consultation or any agreement to fix prices or offers and excluding participation in any cartel.



# Environmental issues



- To comply with **environmental protection rules** and use its best efforts to prevent, mitigate and repair negative impacts related to its business activity;
- To propose and implement to the greatest possible extent **ever more effective environmental solutions**;
- To tend towards best practices within its profession in order to **optimise its** water and energy consumption, **preserve biodiversity** and **manage its discharges and waste**;
- To strive to **reduce and/or treat** its emissions into the air, its effluents released onto land and/or into water and pollution of any kind from its business activities.

The Bolloré Group reserves the right to carry out audits to ensure the supplier/subcontractor's proper compliance with the commitments set out in this Charter.

The Bolloré Group expects its supplier/subcontractor to take all reasonable measures to ensure that its own suppliers and subcontractors comply with the terms of this Charter.

I, the undersigned \_\_\_\_\_,  
in my capacity as \_\_\_\_\_,  
hereby confirm that I have read and understood the Bolloré Group's Responsible Purchasing Charter, non-compliance with which may be considered a breach that may, depending on its severity, lead to the termination of the contract.

**Company name:**

**Signed in:**  
**Signed on:** \_\_\_ / \_\_\_ / \_\_\_

**Signature:**



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