



SUSTAINABLE PURCHASING CHARTER

Creation : September 2020

Latest revision : 16/10/2023

Preamble :

The term « Sustainable » is intrinsic to the human values that have guided ADDEV Materials since its creation. Our efforts not only apply to our planet and its resources, our human capital, our local environment and ecosystems, but also to our business models.

ADDEV Materials raison d'être, defined as "Converting industrial challenges into sustainable materials solutions" reflects our objective to support our industrial customers in their green transformation, by providing them with solutions that combines materials and processes, while reducing environmental impacts. It is also consistent with our membership to the Global Compact and our commitment in working towards sustainable development goals.

The supply chains, upstream of our activities, are an integral part of our approach. We seek to establish sustainable business relationships with our suppliers, based on shared values and responsible practices.

We invite you to share your own sustainable policy and activities with your ADDEV Materials regular contacts and to fully adhere to this charter for best social, environmental and societal practices.

Marie Blanchard Brunel

Marketing Director

Patrick Grande

Purchasing Director



Social commitments

We require the following commitments from our suppliers :

- Respect the principles of the UN Global Compact, the international Bill of Human Rights and the International Labour Organization (ILO).
- Respect the legal age of employment as defined in their country of establishment.
- Not to employ individual against their will. Forced labor, bonded labor (including debt bondage), involuntary prison labor, victims of slavery, human trafficking, coercion shall not be used in the context of employment.
- Ensure that actual working hours, including overtime, do not exceed applicable legal requirements. In the absence of legal requirements, the total effective working hours shall not exceed sixty hours per week, including overtime.
- Ensure a minimum wage in accordance with local regulations.
- Not to expose workers to any disciplinary measures or any behavior that undermines their dignity, liberty, and basic human rights.
- Ensure the health and safety of their employees in performing their duties, by implementing a policy aimed at identifying and preventing work related risks.
- Fight against all forms of discrimination based on gender, age, disability, ethnicity, religious or political beliefs.
- Respect freedom of association and facilitate dialogue with employees in accordance with local laws and human rights.

Environmental commitments

We require the following commitments from our suppliers :

- Comply with all applicable environmental regulations concerning their activities in their respective areas of operation.
- Establish a continuous improvement process in order to limit their impact on the environment with regard to :
 - ▶ Energy consumption, by reducing their overall consumption, as well as the share of non-renewable and high carbon resources in their energy supply.
 - ▶ Greenhouse gas emissions, by managing their reduction through the implementation of a dedicated action plan.
 - ▶ Discharge of pollutants, through the identification and control of substances that may present a threat to humans and ecosystems.

- ▶ The waste produced through the reduction of waste deposits and the implementation of efficient recycling and recovery solutions.

- The use of toxic substances, preferring ecologically responsible alternatives where feasible. Identify, monitor and evaluate chemical substances used in accordance with the regulations in force.

Comply with the REACH regulation, applied within the European Union, by registering and providing information on chemical substances sold as part of products, in order to secure their use.

Workers handling those products, and other substances are trained and equipped accordingly. Emergency procedures are in place in case of accidents that could cause a risk to the environment.

- Perform due diligence on the supply chains of minerals, especially tin, tantalum, tungsten and gold.

Ensure that imports of minerals are exclusively realized from responsible, non- conflict sources and that they meet the international standards for sustainable sourcing developed by the OECD.

- We also expect our suppliers to be pro-active in proposing eco-responsible solutions, through products and/or services that reduce the environmental footprint of our activities.

Business ethics

In line with our business ethics commitments, detailed in the ADDEV Materials Group ethics charter, we ask our suppliers to commit to the following principles:

- Conduct business in a way that does not amount to bribery.
- Respect principles of fair competition and all related regulations.
- Ensure a protection against unauthorized disclosure of confidential information that may harm any of their stakeholders.
- Avoid conducting personal activities or having financial interests that may conflict with their professional responsibilities.

Compliance to the Charter commitments :

- We expect our suppliers, their subsidiaries and their own suppliers to comply with the requirements listed in this charter. Should a non-conformity be identified anywhere in the supply chain, our suppliers must inform us immediately and communicate us an associated improvement plan.
- Our suppliers will communicate their extra-financial ratings performed by independent organizations such as Ecovadis, as well as their CSR annual report, COP (Global Compact) or any other document enabling us to assess their progress in CSR and their compliance with this charter.
- Our suppliers agree to be audited by ADDEV Materials, or by a third party, appointed by ADDEV Materials, on their compliance with this charter requirements.

For the supplier :

Name & position :

Date :

Signature and company stamp :