

Responsible Purchasing Charter

PRÉAMBLE

The present Charter is a joint initiative of French players involved in the « Bank & Insurance » sector (hereafter referred to as the « Signatories », the list of which can be consulted on our website in the « suppliers area ») that wish to associate their suppliers to the implementation of due diligence measures as part of their respective Corporate Social Responsibility (CSR) procedures.

Its purpose is to inform suppliers of:

- on one hand, the commitments made by the Signatories in their respective areas of responsible procurement;
- on the other hand, the Signatories' expectations regarding the respect of major principles.

The reciprocal commitments set out below are based in particular on the fundamental principles of the United Nations Global Compact, to which all Signatories have subscribed, in the field of human rights, working conditions, the environment and the fight against corruption.

The ability of suppliers to commit and translate these commitments through adapted practices is one of the evaluation criteria used by Signatories throughout the relationship with their suppliers.

COMMITMENTS OF SIGNATORIES VIS-À-VIS THEIR SUPPLIERS

Equity, Ethics and Transparency

The Signatories undertake to:

- ✓ respect a fair selection process for their suppliers by establishing the conditions for fair competition and fair treatment of their suppliers in the selection procedures.
- ✓ to combat all forms of corruption, whether active or passive, and to avoid any situation that could present a conflict of interest by complying with the rules of ethics established by their company.
- ✓ ensure transparency and compliance with the rules on selection procedures by clearly informing tenderers beforehand of the procedures applicable to any call for tenders.

Mutual dependence

The Signatories undertake to:

- ✓ be vigilant against the risk of mutual dependence with their suppliers.
- ✓ implement controls to detect, track and minimize this risk.

Compliance with payment deadlines

The Signatories reiterate their obligation to pay their suppliers in accordance with the law in force in the countries where they operate. In France, they apply the provisions of Article L 441-6 of the French Commercial Code.

Confidentiality and intellectual property rights

The Signatories undertake to establish a relationship of trust with their suppliers, in particular by respecting the strict confidentiality of the non-public information communicated to them and the intellectual property rights of their suppliers, in compliance with applicable laws.

Small- and medium-sized suppliers

The Signatories shall endeavour to adapt their practices to facilitate the opening of their call for tenders to such businesses.

Use of mediation

The Signatories undertake to propose to suppliers the use of mediation to facilitate the amicable settlement of any disputes arising during the performance of the contract.

COMMITMENTS OF SUPPLIERS

Environment

The Signatories expect suppliers to commit to:

- ✓ comply with environmental laws and regulations in force in the countries where they operate;
- ✓ to control and/or minimise the impacts of their activities on the environment, particularly in terms of consumption (water, energy and raw materials), greenhouse gas emissions, pollution (water, soil, air) and waste generation (selective sorting, recycling).
- ✓ develop environmentally friendly technologies by limiting the environmental impact of products or services over their entire life cycle.

Human rights and labour law

The Signatories expect the suppliers to commit to respect, whatever the countries in which they operate, the principles of the Universal Declaration of Human Rights (enacted by the UN -1948) and the Conventions of the International Labour Organization (ILO) referred to in the Annex, in particular:

- ✓ Prohibiting the use of forced or compulsory labour and the abuse of their employees. This includes the prohibition of any practice of modern slavery and trafficking in human beings.
- ✓ The elimination of child labour.
- ✓ No discrimination: no distinction, exclusion or preference shall be based on colour, sex, age, language, religion, sexual orientation or identity, national or social origin, opinion, or disability.
- ✓ Respect for health and safety by ensuring healthy, safe and dignified working conditions and environment for its own staff.
- ✓ The allocation of a decent wage and working time by paying a minimum wage that meets basic needs and respects the regulations of the countries where they work, in terms of hours of work and rest periods.
- ✓ Respect for freedom of expression, freedom of association and the right to collective bargaining.

Business ethics

The Signatories expect suppliers to commit to comply with the laws and regulations relating to the principle of loyalty in force in the countries where they operate. This covers in particular:

- ✓ The fight against all forms of corruption, including extortion and bribery.
- ✓ Prohibition of all forms of anti-competitive practices (illicit cartels, abuse of a dominant position that may prevent, restrict or distort competition).
- ✓ Compliance with applicable rules on the confidentiality of non-public information communicated by the Signatories and intellectual property rights.

Subcontracting

The Signatories expect suppliers to commit to:

- ✓ Promote and enforce the principles of this Charter with their suppliers and subcontractors.
- ✓ Establish a monitoring process to prevent and manage any risks that have an environmental and/or social impact throughout their supply chain.

Progress approach

The Signatories expect suppliers to commit to and communicate progress plans for their social and environmental practices.

Monitoring the implementation of the Charter

The Signatories expect the suppliers to commit to provide, at any time, the supporting documents for the implementation of the above principles and to welcome auditors (internal or external) mandated by the Signatories to verify the implementation of this Charter.

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE GLOBAL COMPACT:

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour rights

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

THE 30 ARTICLES OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS:

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>

THE FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANISATION (ILO), in particular:

- **Convention No. 29** on Forced Labour.
- **Convention No. 87** on Freedom of Association and Protection of the Right to Organise.
- **Convention No. 98** on the Right to Organise and Collective Bargaining.
- **Convention No. 100** on Equal Remuneration.
- **Convention No. 105** on Abolition of Forced Labour.
- **Convention No. 111** on Discrimination (Employment and Occupation).
- **Convention No. 138** on Minimum Age.
- **Convention No. 155** on Occupational Safety and Health.
- **Convention No. 182** on Worst Forms of Child Labour.