

The Akiem group Code of Business Conduct for Suppliers

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akiem

Preamble:

As part of its program to prevent corruption, The AKIEM Group has applied specific procedures and policies, particularly for its commercial relations with its suppliers and providers.

1 INTRODUCTION

The Akiem group is dedicated to upholding applicable legal, environmental, ethical, and professional standards. These standards shall also be respected by the Akiem Group's commercial partners.

This supplier commitment has been formulated while considering international principles, national legislation, and the Akiem Group Code of Business Conduct.

The Akiem group Code of Business Conduct can be accessed online on Akiem website:

<https://www.akiem.com/en/about-akiem/#entreprise-responsable> Group Code of Conduct.

2 OBJECTIVE

This document applies to all suppliers and their employees (collectively referred to as "suppliers" or "business partners") who engage in the production of goods and/or provision of services for the Akiem Group.

The Akiem Group expects its suppliers and service providers to share their commitments with their affiliated legal entities, suppliers and subcontractors. The commitment outlines the essential mandatory prerequisites for our suppliers' engagement with the Akiem group.

Akiem's main objective is to guarantee for its commercial relations:

- ➔ Transparency and fair commercial relations
- ➔ Human's rights respect
- ➔ Respect of the Environment

3 COMMITMENTS

The supplier declares and guarantees compliance with the following principles:

3.1 TRANSPARENCY AND FAIR COMMERCIAL RELATIONS

Transparent and balanced commercial relations are built around important principles such as:

- ➔ Standards compliance
- ➔ Transparency with stakeholders and competition
- ➔ Integrity and fight against illegal practises

STANDARDS COMPLIANCE

All suppliers commit to respect and comply with all applicable international, European and national standards.

TRANSPARENCY WITH PARTICIPANTS AND COMPETITIVE TENDERS

- Respect customers, suppliers, and business partners, as well as intellectual property and confidential and personal information.
- Respect and promote the principle of free and fair competition and competition law.
- Ensure integrity in purchasing and selection of business partners.
- Comply with the regulations in force in the country concerned in any relationship with government officials, authorities or administrative services.

INTEGRITY, ANTI-CORRUPTION

- Do not tolerate any form of corruption, and prevent any misbehaviour including gifts, invitations, sponsorship, donations, etc.
- Ensure financial integrity through accurate records, accounting, and bookkeeping.
- Ensure personal integrity by preventing personal conflicts of interest.
- Comply with the regulations in force in the country concerned in any relationship with government officials, authorities or administrative services.

3.2 RESPECT OF PEOPLE

- Respect and promote human rights and pay particular attention to the issues addressed in the core conventions of the International Labour Organisation (prohibition of child and forced labour, respect for freedom of association).

- Zero tolerance of violence, harassment, or any form of discrimination against people based on their ethnicity, religion or belief, origin, gender, sexual orientation, age, disability or any other basis prohibited by law.

No retaliation against any person who has made a report in good faith or who has in any way taken part in an investigation, prosecution, or hearing.

- Child Labour:

Prohibit child labour absolutely and adhere to the applicable provisions on the prohibition of child labour (such as International Labour Organization Conventions 138 and 182)

- Forced Labour:

Strictly forbid from engaging in or tolerating any form of slavery, forced or indentured labour, bondage, human trafficking, or involuntary labour. Furthermore, they are responsible for ensuring that their employees are not subjected to inhumane or degrading treatment, including corporal punishment.

- Equality of opportunity and diversity:

Promote diversity and do not tolerate discrimination in the employment or occupation of staff.

- Safety and health:

Provide a safe and healthy working environment by minimising or eliminating, where reasonable, all sources of danger in the workplace, based on the general level of knowledge of health and safety in the relevant industry sector and in compliance with local regulation.

- Ensure that each employee understands and applies specific health and safety standards and practices.

RESPECT OF THE ENVIRONMENT

- Comply with applicable environmental standards.
- Commit to the application of principles that reconcile economic and environmental objectives in order to limit the impact on the environment (particularly in terms of reducing GHG emissions, saving energy, and managing waste) and preserving ecosystems and natural resources in the long term.
- Take effective measures and initiatives that reflect a sense of responsibility towards the environment.

4 BREACH OF THIS CODE OF BUSINESS CONDUCT

- The supplier will inform AKIEM of any breach or non-observance of this code of conduct which may directly or indirectly affect AKIEM from a legal, economic or reputational point of view.
- Any breach of this code of conduct will render the supplier liable.
- The supplier agrees that AKIEM is entitled, in the event of a proven breach of the above commitments, to take appropriate sanctions proportionate to the breach.

5 REPORTING A BREACH OF AN ENGAGEMENT

- Report any violations against this code of conduct or the law that were committed during business activities for the Akiem group via Akiem's reporting platform: <https://akiem.signalement.net/entreprises>

READ AND APPROVED

(Signature)



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