

PHYSITEK GROUP

Supplier code of conduct

Supplier Code of Conduct

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PREAMBLE

As a benchmark player in our sector, we are more than ever keen to give meaning to our mission: to deploy science to improve the safety of people and their environment.

That's why we are working to take into account every single impact of all our activities, for our employees, for our customers and for our partners.

With the satisfaction of our customers and partners in mind, we are committed to respecting the fundamental rights, health, safety and development of our employees and to reducing the social and environmental impact of our activities, particularly through our purchasing policy.

Our commitment is reflected in the rigorous selection of our partners, giving preference to suppliers committed to the sustainable use of resources, and the desire to anchor our business in a circular economy.

Because it is essential for us that our suppliers and partners share the same values, we wish to associate them with our ambition through this reciprocal commitment and ask them to adhere to this Supplier Code of Conduct.

Based on a principle of reciprocity, this Supplier Code of Conduct describes the PHYSITEK GROUP's expectations of its suppliers with regard to compliance with these major principles. It is the operational version of our Responsible Purchasing Policy, which describes the PHYSITEK GROUP's Corporate Social Responsibility policy, and whose purpose is to inform partners and suppliers of the commitments made by the company in terms of responsible purchasing.

Recognised for our commitment to our partners and our intransigence in terms of the health and safety of our employees and the reduction of our environmental impact, we consider that respect for human rights, labour law and the environment, and the fight against corruption, are demanding and essential rules. This is why we expect our partners and suppliers to commit to respecting and promoting the ten principles inspired by the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on the Environment and the United Nations Convention against Corruption.

Partners and suppliers thus undertake to sign our Supplier Code of Conduct and to work with the PHYSITEK GROUP to implement it, and if necessary, to take any appropriate corrective action as part of a continuous improvement process.

Adherence to the principles of this Code is essential to the continuity of relations between the PHYSITEK GROUP and its partners and suppliers.

OUR CSR COMMITMENT

Within the PHYSITEK GROUP, we are committed to fulfilling our mission: Deploying science to serve the safety of Man and his environment.

It is on the basis of this mission that we have since formalised our commitment and structured our CSR approach, in order to improve the impact of our activities and create shared value, not only for the men and women who work every day in our company and for our customers, but also for our partners and suppliers.

Aware of the social and environmental challenges that we have to meet together, we are constantly striving to improve the quality of working conditions for our employees and to reduce the environmental impact of our activities, in synergy with our partners.

Recognised as a major player in our sector, it is essential that our suppliers and partners share the same values if we are to achieve these objectives. That's why we invite them to take note of our commitments, set out in this Code, and to join us in our ambitions, so that we can build long-term relationships based on trust and work together to achieve continuous progress.

To respond to the major challenges of sustainable development and develop our product offering, we have built our CSR commitment around the following three pillars:

- Reducing the environmental impact of our solutions through responsible consumption and production;
- To be a caring company, ensuring the well-being of our employees and guaranteeing their professional development and lifelong learning opportunities;
- gender equality within the company.

COMMITMENTS BY PARTNERS AND SUPPLIERS

SOCIAL COMMITMENTS AND RESPECT FOR HUMAN RIGHTS

Partners and suppliers must respect and promote the fundamental principles and rights described in the Universal Declaration of Human Rights issued by the UN in 1948, as well as the working conditions required by the Conventions of the International Labour Organisation (ILO), and comply with the legislation in force in each country where they operate. They must also ensure that human rights are respected throughout their supply chain, and monitor the practices of their own suppliers.

Effective abolition of child

- The Supplier shall refrain from employing children in violation of the provisions of the International Labour Organisation conventions (ILO conventions n°138 and n°182).

Eliminate all forms of forced or compulsory labour

- Under no circumstances may the supplier use forced or compulsory labour or slavery, or any other practice of enslavement or involuntary labour, as defined in ILO fundamental conventions no. 29 and no. 105. The supplier shall refrain from using any

verbal or physical threats, physical violence, sexual abuse or any form of sexual violence.

harassment (ILO Conventions No. 29 and No. 111);

- All forms of work, including overtime, are voluntary. Employees are free to leave their jobs as long as they respect the notice period specified by law.

Working hours and pay

- Suppliers undertake to comply with all regulations to which they are subject relating to remuneration, benefits and hours, in particular those concerning the minimum wage, overtime pay, piecework pay and any other form of remuneration. other elements of remuneration and limits on working hours and supplies (ILO Conventions Nos. 1, 30, 95, 100, 131, 163 and 171).

Elimination of discrimination and fair treatment in the workplace

- The supplier shall refrain from any discrimination, exclusion or preference based on race or ethnic origin, sex, religion or beliefs, political opinion, trade union activity, disability, age or sexual orientation in recruitment and professional development and ensures equality de treatment (ILO Convention No. 111).

- The supplier undertakes to promote equal treatment and equal opportunities in accordance with with ILO Convention 100 on equal remuneration for men and women workers for work of equal value and Convention 111 on the principle of non-discrimination.

Freedom of expression, association, employee representation and the right to collective bargaining

- Suppliers recognise and respect the employee's right to freedom of association and collective bargaining as defined in ILO Fundamental Conventions No. 87 and No. 98; they ensure respect trade union independence and pluralism, and undertake to promote collective bargaining as a means of achieving the objectives of the ILO. a central element of social dialogue.

Employee health, safety and well-being in the workplace

- Suppliers strive to maintain a safe and healthy working environment that complies with all relevant regulations.
- They undertake to implement a health and safety policy that aims to guarantee each employee a working environment that does not present any danger to their health and safety, to maintain an environment in which the dignity of individuals is respected (ILO conventions 155 and 120), and to take all necessary measures limit work-related accidents that may occur in the course of an employee's normal duties.

ENVIRONMENTAL COMMITMENTS

The PHYSITEK GROUP's partners and suppliers and their own suppliers must have adopted measures in favour of the environment to ensure the constant improvement of their performance in terms of environmental impact and in particular compliance with all the environmental laws and regulations applicable to them, throughout their value chain. The company's partners and suppliers must justify their actions in the following areas:

Compliance with environmental laws and regulations in force in the countries in which they operate.

- Suppliers must comply with existing international, national and regional environmental regulations. They must hold the necessary permits and authorisations to carry out their activities, and must meet the requirements relating to air, soil and water quality and pollution.

Risks, monitoring and measurement

- Suppliers adopt the precautionary principle, and are encouraged to set up an environmental management system that enables them to detect, identify and rapidly assess potential environmental risks, in particular by implementing systems of control by permanent and reliable measures. They take all appropriate measures to mitigate or eliminate environmental risks when

and should promote this approach to their own suppliers.

Waste management and atmospheric emissions

- Suppliers ensure responsible waste management, working to reduce waste at source and exploring ways of reprocessing, recycling or reusing waste. Emissions of noise, dust, odours, particles and any other source of local pollution are monitored and controlled. action plans are put in place to control, minimise and adequately treat these emissions.

GHG emissions and sustainable use of resources

- Suppliers undertake to limit the impact of their activities on the environment by reducing their greenhouse gas emissions and their energy and water consumption, and by limiting the use of non-renewable natural resources or non-environmentally-friendly products.

BUSINESS ETHICS

Fair practices and respect for confidentiality

Partners and suppliers adopt ethical behaviour in their commercial relations, and undertake to comply with the laws and regulations relating to the principle of fairness in force in the countries in which they operate;

Controlling subcontracting and promoting corporate social responsibility

Partners and suppliers undertake to Promote a socially responsible approach among their suppliers and subcontractors, to enable the principles of this Code to be disseminated and applied throughout the value chain. It is their responsibility to implement all due diligence measures with regard to their own subcontracting chain.

Supplier engagement and continuous improvement

Partners and suppliers acknowledge that they have read this Code and undertake to apply it in their company and to promote it throughout their subcontracting chain; they will respond promptly to requests and agree to be assessed or audited by the PHYSITEK GROUP, or by a third party appointed by it, on the basis of the principles set out above;

In the event of a proven breach of one or more of the principles of this Code, the PHYSITEK GROUP reserves the right to withdraw from suppliers who do not comply with this Code.

Supplier Code of Conduct signed

I, the undersigned,.....hereby confirm:

- Have read this Code and understood the principles, values and, in general, entire content of this Code;
- Adhere to its principles and undertake to apply them within my organisation and to promote them among my subcontractors and suppliers.

Done at : On: /.....Signature :

Management.

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE GLOBAL COMPACT



www.unglobalcompact.org

Human rights

1. Businesses are encouraged to promote and respect the protection of international human rights law within their sphere of influence;
2. To ensure that their own companies are not complicit in human rights abuses.

Employment law

3. Companies are invited to respect freedom of association and to recognise the right collective bargaining;
4. The elimination of all forms of forced or compulsory labour;
5. The effective abolition of child labour;
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Companies are invited to apply the precautionary approach to problems affecting the environment;
8. To undertake initiatives to promote greater environmental responsibility;
9. Encourage the development and dissemination of technologies that technologies technologies.

The fight against corruption

10. Companies are invited to take action corruption in all its forms, including extortion and bribery.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



www.un.org/sustainabledevelopment/fr/

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS :



United Nations
Nations Unies

www.un.org/fr/documents/udhr/

RIO DECLARATION ON THE ENVIRONMENT

www.un.org/

UNITED NATIONS CONVENTION AGAINST CORRUPTION

www.unodc.org/

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



Organisation
internationale
du Travail

- Convention n°29 on forced labour.
- Convention 87 on Freedom of Association and Protection of the Right to Organise.
- Convention n°98 on the right organise and collective bargaining.
- Agreement n°100 on equal pay.
- Convention n°105 on abolition of forced labour.
- Convention no. 111 on discrimination (employment and occupation).
- Agreement n°138 on minimum minimum age for admission to employment.
- Convention 155 on the safety and health of workers.
- Worst Forms of Child Labour Convention

