



RESPONSIBLE AND SUSTAINABLE PURCHASING CHARTER



Dear Suppliers,

SAB INDUSTRIES is an industrial company with international influence, recognized by its customers for its know-how, its reliability, as well as its dynamism. SAB invests massively in ever more efficient and innovative production facilities at all levels, in order to fully satisfy our customers. Always, SAB founds its industrial activity on skills ; on the involvement of its employees **as well as on the support of its suppliers.**

Our current organization meets the strictest standards in our areas technical expertise ; as the ISO 9001, IATF 16949 or even the EN 9100. All of our working methods have been built in a coherent and thoughtful way during all these past years, **alongside our suppliers.**

Absolute interface between SAB industries and its suppliers, the purchasing department works closely with all SAB departments, in order to aim for **the Excellence in Supplier Relations.**

Thus, our present Responsible and Sustainable Purchasing charter aims to clarify our expectations on corporate social responsibility towards our partners and suppliers and to specify the commitments that are ours throughout the chain of our purchases and supplies.

PURCHASE DEPARTMENT SAB INDUSTRIES



I. Compliance with social principles

- **Promotion Support and respect the protection of internationally-proclaimed human rights**

The Supplier respects human rights in all of the countries in which it operates, including in geographical areas where human rights are not yet sufficiently protected. The Supplier agrees to work towards preventing situations of complicity or acts of collusion concerning fundamental human rights violations. The Supplier pledges its commitment to fulfill its responsibility toward respecting human rights and promotes their respect throughout its entire supply chain.

- **Eliminate all forms of forced and compulsory labour**

The Supplier recognises the principle of the freedom of choice of employment. The Supplier must not, under any circumstances, resort to forced or compulsory labour. Labour is deemed to be forced or compulsory when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical violence, sexual abuse, or non-voluntary prison labour, etc.) (ILO Conventions 29 and 105).

- **Effectively abolish child labour**

The Supplier is prohibited from employing children in violation of the stipulations of the International Labour Organisation's conventions (ILO Convention 138 and 182).

- **Eliminate discrimination in respect of employment and occupation**

The Supplier is prohibited from making any discrimination based on race or ethnic origin, gender, religion or belief, political opinion, trade union activity, disability, age and sexual orientation in recruitment and career development and ensures equal treatment. (ILO Convention 111).

- **Remuneration**

The Supplier is committed to ensuring that remuneration is at least equal to the minimum amount mandated by law and the guaranteed minimum for the profession or as set forth in the relevant collective bargaining agreements. The Supplier acknowledges the principle of equal pay for equally valued and productive work, in particular between men and women (ILO Convention 100).

- **Working hours**

The Supplier undertakes to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective-bargaining agreements in the country concerned. The Supplier is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions.

- **Respect for health and safety at work**

For SAB Industries, the only acceptable target is an accident-free workplace. The Supplier is committed to ensuring that effective occupational health and safety policies based on prevention are applied at its various sites in the form of concrete action plans that involve each employee at his level of responsibility in the company, including labour and management representatives (ILO Convention 155).



II. Environmental protection

- **System of environmental quality management**

The Supplier undertakes to implement a policy of management and of continual improvement of its industrial facilities geared towards protection of the environment reduction of its energy consumption, management of water etc. It carries out the necessary monitoring with permanent and reliable measurements. To this end, the Supplier must have ISO 14001 certification, or certification of an equivalent standard or must demonstrate that it is taking steps to become certified.

III. Compliance with ethical principles

- **Prohibited substances and materials**

The supplies, products or parts bought from the Supplier by SAB Industries, whether they are standard or specifically developed by the Supplier for the Group, must respect legislations or regulations applicable in the production countries but also in the areas/ countries where the product is sold or used (European Union, etc.), products or parts in terms of prohibition, restriction of use or traceability of substances of concern for the protection of health or the environment.

- **Fight against the use of conflict minerals**

SAB Industries intends to exercise its duty of vigilance and participate in the development of responsible procurement. The Group's policy is to establish transparency with suppliers on the origin of minerals used in particular from conflict zones (including tungsten, tantalum, tin and gold).

- **Fair trade practices**

The Supplier agrees to comply with all applicable anti-corruption laws, including, without limitation, the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, and that neither it nor any of its subcontractors, vendors, agents or other associated third parties will engage in any form of commercial bribery, nor directly or indirectly provide or offer to provide, anything of value to or for the benefit of, any official or employee of a governmental authority or of any government-owned, government-controlled or government-affiliated entity to obtain or retain any contract, business opportunity or other business benefit, or to influence any act or decision of that person in his/her official capacity. The Supplier agrees to know about and comply with any applicable rule relating to competition, and will implement any anti-competitive practices (cartels, etc.). The Supplier must independently determine its behavior and its commercial policy on the market in order to maintain healthy competition between all players.

The Supplier shall ensure that its employees avoid any conflict between the interests of their business and their personal interests or those of their relatives. The Supplier undertakes to respond transparently and sincerely to requests for information from SAB Industries, whether financial or non-financial. The Supplier guarantees the confidentiality of the exchanges with SAB Industries and the protection of the information communicated by SAB Industries. The Supplier is committed to effectively fighting counterfeit throughout its supply chain and respecting intellectual property.

- **Animal welfare**

As part of its supply, the Supplier undertakes to respect and to ensure that its own suppliers respect the five animal rights formalized by the World Organization for Animal Health (OIE) concerning animal welfare.

- **Compliance with the law**

The Supplier complies in all areas with the laws and regulations in force in all of the countries in which it operates.

- **Retention and use of personal data**

The Supplier undertakes to comply with the regulations in force concerning the collection and use of personal data. No use and treatment other than those provided for in the contracts may be implemented by the Supplier.

IV. Sustainable procurement

- **Supplier's relationships with its own suppliers**

SAB Industries asks its suppliers to accompany the deployment of the above principles throughout the supply chain. The Supplier therefore undertakes to raise its own supplier's awareness on CSR issues and to establish a responsible procurement policy respecting these principles. It implements all due diligence measures with respect to its own subcontracting chain.

V. Supplier's agreement

The Supplier acknowledges having read the text above and agrees to apply it throughout its company/group. If necessary, it commits itself and all of its subsidiaries throughout the world. The Supplier formally accepts the principle that self-assessment questionnaires will be sent out, that they should be completed, and that audits can be carried out at its various sites, or at those of its subsidiaries, by SBA Industries or by a third party appointed by SAB Industries for this purpose

Raison Sociale :

Nom Prénom :

Fonction :

Email :

Date :

I undertake to comply with the social and environmental responsibility requirements of SAB Industries.

Signature :