



Code of conduct for Dragon Rouge business partners

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PREAMBLE

Dragon Rouge Group S.A.S. and its subsidiaries (hereinafter referred to as "Dragon Rouge") have engaged in a proactive approach to sustainable development with their suppliers, service providers, customers and all third parties collectively referred to for the purposes of this Code, as "Business Partners".

Dragon Rouge is committed to treating its Business Partners fairly and ethically.

This Code sets out our ethical expectations and applies to all our Business Partners.

It formalises the commitments expected in the areas of anti-corruption, respect for human rights and labour standards, protection of human health and safety, and environmental protection.

By undertaking to work with Dragon Rouge, these Business Partners sign their acceptance of and compliance with the provisions of this Code (unless equivalent principles have been previously agreed).

Business Partners shall comply with the principles of the United Nations Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organisation (ILO) and the Sustainable Development Goals (UN)¹ in all areas of the Code, pursuant to applicable laws, regulations and contractual provisions in force.

Any serious breach by a Business Partner of the principles set out in this Code shall constitute a breach of its contractual obligations, and may result in the application of the coercive measures provided for in the contract, including outright termination of the contract, at the cost of the Business Partner, without prejudice to any damages that may be claimed by Dragon Rouge.

Where a Business Partner, due to particular circumstances, is unable to comply with certain provisions of the Code, it will be required to immediately notify the relevant entity of the Dragon Rouge Group in order to agree on the corrective measures to be implemented.

¹ <https://www.un.org/sustainabledevelopment/fr/objectifs-de-developpement-durable/>

Article 1 - Ethics

Entities of the Dragon Rouge Group and Business Partners shall act loyally to build and maintain long-term trust relationships.

The entities of the Dragon Rouge group shall treat all their Business Partners with honesty and fairness, regardless of their size and profile, while respecting the specific framework of each country, which every employee should be aware of. Dragon Rouge Group employees and companies shall make all purchases in a fair and open manner.

The business partner shall conduct its activities in accordance with the principles of honesty and fairness and with applicable laws and regulations, particularly those relating to competition and the prohibition of corruption. In particular, the negotiation and performance of contracts must not give rise to conduct or events that may be qualified as active or passive corruption, complicity in trading in influence or favouritism.

1.1 - Gifts and hospitality

The Business Partners, when working on behalf of Dragon Rouge, agree not to offer Dragon Rouge employees, Dragon Rouge customers or any other third parties concerned (such as government representatives or public officials) gifts or hospitality for an amount exceeding a certain nominal value.

A gift offered by a Business Partner must not be intended to influence a business decision (or be likely to be perceived as such).

Hospitality offered by Business Partners must be used for business purposes, be of adequate value and must not be intended (or perceived to be intended to influence a business decision).

Business Partners must not offer gifts or hospitality of any kind in the framework of a call for tenders or during contractual negotiations.

1.2 - Conflicts of interest

Business Partners are required to declare any potential conflict of interest before the selection process begins.

More specifically, the Business Partner must avoid situations in which there is an actual or potential conflict of interest with employees of the Dragon Rouge Group or their relatives that could affect the independence or objectivity of their professional actions or decisions.

Where it has not been possible to rule out the occurrence of a conflict of interest, the Business Partner must act transparently and loyally by informing the relevant Dragon Rouge Group entity of the situation so that it can be handled.

Article 2 - Fight against corruption and money laundering. Competition law and international economic sanctions

Business Partners are required to comply with all applicable anti-corruption and anti-money laundering laws and must comply with competition law.

Business Partners shall not engage in any form of corruption for the purpose of obtaining an undue or improper advantage, whether real or perceived.

Business Partners may not participate in activities that could be perceived as an obstacle to competition.

Business Partners shall not do business with third parties subject to restrictions and shall be required to comply with the requirements required by the application of these international economic sanctions.

Article 3 - Human rights

Dragon Rouge expects its Business Partners to protect and promote the human rights of their employees. We expect them to behave as fair employers and to respect international labour standards, including the main conventions of the International Labour Organisation (ILO) and legislation prohibiting slavery and trafficking in human beings.

Article 4 - Compliance with labour standards

4.1 - Use of forced or compulsory labour

The Business Partner agrees not to use forced or compulsory labour as defined in ILO Conventions C29 and C105. Convention C29 defines forced or compulsory labour as *"all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily"*. The retention, as a condition of employment, of identity documents, passports, training certificates, work permits or any other identification document is prohibited, as is the obligation for workers to provide deposits or financial guarantees.

4.2 - Use of illegal labour

The Business Partner agrees not to use illegal labour as defined by the rules of the countries in which it operates.

4.3 - Child labour

The Business Partner agrees to apply the provisions relating to the elimination of child labour and its protection, as defined by the ILO conventions. It specifically agrees not to employ persons under the minimum age required to work under ILO Conventions C138 and C182.

4.4 - Discrimination

Under the conditions provided for in ILO Convention C111, the Business Partner agrees not to make any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of destroying or altering equal opportunities or treatment in employment or occupation.

Pursuant to the same Convention C111, distinctions, exclusions or preferences based on the qualifications required for a particular job shall not be considered discriminatory. Likewise, the introduction of certain special measures to consider the particular needs of persons for whom special protection or assistance is recognised as necessary on grounds such as gender, age, disability, family responsibilities or social or cultural level (positive discrimination) shall not be deemed discrimination.

The Business Partner shall comply with local legislation in terms of the employment of people with disabilities.

4.5 - Level of remuneration

The Business Partner shall respect local minimum wage legislation and agrees to pay employees their wages on a regular basis. The Business Partner agrees to pay for overtime in accordance with the rates defined by applicable local legislation.

4.6 - Working hours

The Business Partner shall comply with local legislation on working time, including overtime. In the absence of national laws, ILO standards should apply, i.e. working hours may not exceed 8 hours per day and 48 hours per week. Every worker shall have at least 24 consecutive hours of rest in any 7-day period, other than in exceptional circumstances.

4.7 - Freedom of association and the right to collective bargaining

The Business Partner agrees to respect the principles of freedom of association, protection of the right to organise and collective bargaining of the International Labour Organisation (ILO) Convention C87, in accordance with local laws.

Article 5 - Health, safety and environment

Business Partners are required to comply with all applicable health, safety and environmental laws when working with Dragon Rouge.

Our Business Partners must ensure that appropriate measures are put in place to protect the health and safety of their employees and to mitigate as far as possible the impact of their business activities on the environment.

Article 6 - Audit

Dragon Rouge reserves the right to check that Business Partners comply with the principles set out in this Code through in situ or remote audits. If an in-situ audit is necessary, Business Partners will be notified sufficiently in advance and the audit should not unnecessarily disrupt their activities.

Article 7 - Whistleblowing

If you have any questions about this Code or its application, please contact your Dragon Rouge contact directly.

If for any reason you prefer to report a problem confidentially by any other means, we also have a dedicated reporting tool called:

Dragon Rouge Integrity Line (Dragon Rouge's ethics line)
<http://dragonrouge.integrityline.com>

This tool can also be used anonymously if necessary.

Dragon Rouge guarantees that nobody who reports an issue in good faith must be subject to reprisals. All cases will be properly investigated by Dragon Rouge, and appropriate action will be taken in the event of any breaches.

English version

External use

Number of pages

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