



# **Dragon Rouge's Responsible Purchasing Charter**

## **WHY A RESPONSIBLE PURCHASING CHARTER?**

The Dragon Rouge Group has formalized all its ethical, social and environmental commitments in a "Code of conduct for business partners". This Code defines the rules of conduct, individual and collective, which must, on a daily basis, guide our actions and inspire our choices to make our values and commitments live.

The Dragon Rouge's Responsible Purchasing Charter derives from this Code and aims to be a common reference framework, for our teams and our suppliers and/or subcontractors (hereafter the Supplier(s)). We wish to share with our Suppliers our commitments in favor of sustainable development and integrate them in this continuous progress approach.

We make sure that all our Suppliers, whatever the countries in which they are established, respect Human Rights and ethical, social and environmental requirements that we consider fundamental and essential to a good collaboration. The Dragon Rouge's Responsible Purchasing Charter presents these commitments that we ask all our Suppliers to respect, but also presents those that we take towards them.

Its respect is a determining condition to ensure the continuity of the relationship between the Dragon Rouge Group and its Suppliers and we count on them, but also on our teams, to apply it daily. The Dragon Rouge Group reserves the right to stop any relationship with the Suppliers who would not respect these requirements.

## **Respect for human rights**

The Dragon Rouge Group applies the laws in force in each country where it carries out its activity. We respect the international rules decreed by the United Nations and we particularly adhere to the principles of the International Charter of Human Rights, the fundamental conventions of the International Labor Organization (ILO).

Dragon Rouge expects its Suppliers to protect and promote human rights among their employees. We expect them to behave as fair employers and to respect international labor standards, including the main conventions of the ILO as well as legislation prohibiting slavery and human trafficking.

## **Ethics**

The Dragon Rouge Group and its Suppliers act in a loyal manner in order to establish and maintain durable relationships of confidence.

Within this framework, the Dragon Rouge Group is committed to promoting balanced and sustainable relationships by reducing the risks of reciprocal dependencies.

The Dragon Rouge Group treats all its Suppliers, whatever their size and profile, with honesty and fairness, respecting the framework specific to each country.

Suppliers must conduct their activities in accordance with the principles of honesty and fairness as well as with applicable laws and regulations, particularly in terms of competition and the prohibition of corruption. In particular, the negotiation and execution of contracts must not give rise to behavior or facts that could be qualified as active or passive corruption, complicity in influence peddling or favoritism.

### **Gifts and Hospitality:**

Suppliers, when working on behalf of Dragon Rouge, undertake not to offer to Dragon Rouge employees, Dragon Rouge customers or any other relevant third parties (such as government representatives or public officials) gifts or hospitality in excess of a certain nominal value.

A gift offered by a Supplier must not be intended (or likely to be perceived) to influence a business decision.

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

Suppliers must not offer gifts or hospitality of any kind in connection with a tender or during contract negotiations.

### **Conflicts of interest:**

Employees of the Dragon Rouge Group shall ensure that their personal activities and interests, whether direct or indirect, do not conflict with those of the Dragon Rouge Group.

For their part, Suppliers are required to declare any potential conflict of interest before the selection process begins.

More specifically, Suppliers must avoid situations in which there is an actual or potential conflict of interest with employees of the Dragon Rouge Group or their close relations,

which could affect the independence or objectivity of their actions or professional decisions.

When it has not been possible to rule out the occurrence of a conflict of interest, Suppliers must demonstrate transparency and loyalty by informing the Dragon Rouge Group entity concerned of the situation, so that the situation can be dealt with.

#### **Anti-corruption and anti-money laundering. Competition law and international economic sanctions**

The Dragon Rouge Group firmly prohibits any form of corruption in its relations with its commercial and institutional partners as well as with the administration.

Suppliers are required to comply with all applicable laws regarding the fight against corruption and money laundering, and must comply with competition law. They shall not engage in any form of bribery for the purpose of obtaining an improper or inappropriate advantage, whether actual or perceived.

Suppliers shall not :

- engage in activities that may be perceived as restricting competition,
- enter into business with third parties subject to restrictions,
- and are required to comply with the requirements of such international economic sanctions.

#### **Social requirements**

The Dragon Rouge Group undertakes to respect all the principles mentioned below. Dragon Rouge expects its Suppliers to commit themselves in a reciprocal and irrevocable manner on the following points:

Use of forced or compulsory labor

Suppliers undertake not to use forced or compulsory labor as defined in conventions C29 and C105 of the ILO. Convention C29 defines forced or compulsory labor 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 of identity papers, passports, training certificates, work permits or other identification documents as a condition of employment is prohibited, as is the requirement that workers provide financial deposits or guarantees.

Use of illegal labor

Suppliers undertake not to use illegal labor as defined by the rules of the countries in which they operate.

Child labor

Suppliers undertake to apply the provisions relating to the elimination of child labor and their protection, as defined by the ILO conventions. In particular, they undertake not to employ persons under the minimum working age required by ILO Conventions C138 and C182.

Discrimination

Under the conditions provided for in ILO Convention C111, Suppliers undertake not to exercise any distinction, exclusion or preference based on race, color, sex, religion,

political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

According to the same Convention C111, distinctions, exclusions or preferences based on the qualifications required for a particular job shall not be considered discriminatory. Similarly, the introduction of certain special measures to take account of the particular needs of persons for whom special protection or assistance is recognized as necessary for reasons such as sex, age, disability, family responsibilities or social or cultural level (positive discrimination) shall not be considered discrimination.

Suppliers shall comply with local legislation in terms of employment of disabled people.

#### Level of remuneration

Suppliers shall comply with local minimum wage legislation and undertake to pay employees their wages regularly. Suppliers shall pay overtime in accordance with the rates defined by the applicable local legislation.

#### Working Hours

Suppliers shall comply with local legislation on working hours, including overtime. In the absence of national laws, ILO standards shall apply, i.e. working hours shall not exceed 8 hours per day and 48 hours per week. Every worker has at least 24 consecutive hours of rest in every 7-day period, except in exceptional circumstances.

#### Freedom of association and right to collective negotiation

Suppliers undertake to respect the principles of freedom of association, protection of the right to organize and collective negotiations of Convention C87 of the International Labor Organization (ILO), in compliance with local legislation.

<b>Health &amp; Safety</b>
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Dragon Rouge undertakes to implement a health and safety policy that aims to guarantee each employee a safe and healthy working environment and to maintain an environment in which the dignity of people is respected.

The Suppliers undertake to implement an identical health and safety policy which will include the following points

- Workplaces must not present a risk to the health and safety of workers.
- In the event that the equipment or products used are dangerous, workers must be informed and trained in the prevention of risks arising from their use.
- Suppliers must provide their workers with appropriate protective clothing and equipment.
- Any use of physical punishment, verbal and physical abuse or the threat of physical abuse as well as any form of harassment, moral or sexual, is prohibited.
- Emergency exits must be signposted and easily accessible and usable, alarm systems and fire extinguishers must be in working order and appropriate to the risks.

- In case of need, access to medical care must be guaranteed for workers.

We encourage our Suppliers to implement a structured health and safety approach in all countries where they operate.

### **Environment**

The Dragon Rouge Group complies with the provisions and standards relating to the environment that are applicable to its activities and observes environmental ethical practices in all places where it operates.

The Dragon Rouge Group invests in innovative waste recovery tools and undertakes to respect the environmental regulations in force.

Suppliers undertake to comply with the above-mentioned provisions. They undertake to ensure that their activities do not harm the environment and to comply with all laws and regulations in force in all countries where they carry out their activities and in particular in terms of risk prevention, impact on the environment, discharge into the air, water or soil of materials or substances that may constitute a danger to the environment or certification.

### **Contribution to local development and continuous improvement**

The Dragon Rouge group commits itself to retain the offers presenting the best quality/price ratio while taking into account social and environmental criteria.

In a logic of economic development of the territory, the company favors local suppliers, supports and accompanies Small and Medium Enterprises.

The Dragon Rouge Group expects from its Suppliers that they commit themselves to lead an equivalent policy in terms of local development and to have a continuous improvement approach regarding their social and environmental practices.

The implementation of exchanges of good practices is encouraged in order to benefit from the progress made by each of the Suppliers.

The Dragon Rouge Group expects its suppliers to disseminate this Charter to their own subcontractors and to commit themselves to provide, at any time, the documents justifying the application of the principles stated above. Finally, they must accept to receive auditors (internal or external) mandated by the company to verify the application of these principles.

The Dragon Rouge Group has set up an alert tool allowing you to make a report in a confidential manner:

**<http://dragonrouge.integrityline.com>**

The Dragon Rouge Group guarantees that any person reporting in good faith shall not be subject to retaliation. All cases will be properly investigated by Dragon Rouge and appropriate action will be taken where breaches are found.