

RESPONSIBLE ENGAGEMENT CHARTER BETWEEN DUPESSEY&CO AND ITS SUPPLIERS, SUBCONTRACTORS, AND SERVICE PROVIDERS

This charter formalizes DUPESSEY&CO's commitment to strengthening the consideration of sustainable development issues in procurement. Through this policy, DUPESSEY&CO, engaged in a continuous improvement approach, aims to implement best practices in responsible purchasing.

Intended for suppliers, subcontractors, and service providers, this charter sets out the expectations of DUPESSEY&CO regarding the respect of human rights and labor standards, the protection of health and safety, as well as ethics and anti-corruption measures.

By adhering to this charter, suppliers, subcontractors, and service providers commit to making their best efforts to ensure that their own suppliers and subcontractors comply with and implement all the principles outlined herein, in compliance with contractual provisions and applicable national laws.

The following chapters outline DUPESSEY&CO's key requirements and expectations regarding Responsible Procurement, structured around three main areas: human rights, the environment, and business ethics.

Compliance with these requirements will be a determining factor for DUPESSEY&CO in selecting and establishing business relationships.

1. # Human Rights and Working Conditions

DUPESSEY&CO is committed to taking all necessary measures to comply with the following principles and expects the same from its suppliers, subcontractors, and service providers. Specifically, DUPESSEY&CO will exclude any contractual relationships with suppliers, subcontractors, or service providers proven to be non-compliant with regulations regarding forced labor, child labor or minimum working age, discrimination, violence, or those complicit in violations in these areas.

Human Rights

The supplier, subcontractor, or service provider must respect human rights as recognized by the Universal Declaration of Human Rights, the fundamental conventions of the ILO, and any other applicable international, national, and local regulations.

Health and Safety

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The supplier, subcontractor, or service provider must provide employees with a safe working environment that meets applicable health and safety standards and ensures control over the health impacts of their activities on local populations.

Non-Discrimination

The supplier, subcontractor, or service provider must promote equal treatment and equal opportunities without discrimination.

Child Labor

The supplier, subcontractor, or service provider commits to complying with child labor regulations and agrees not to employ workers who have not reached the legal minimum working age or have not completed compulsory schooling.

Labor Rights

The supplier, subcontractor, or service provider must comply with all applicable local labor laws wherever they operate, particularly concerning legal working hours and minimum wages.

2. Environment

DUPESEY&CO expects its suppliers, subcontractors, and service providers to manage the environmental impact of their activities and ensure compliance with applicable environmental regulations, particularly regarding decarbonization. It is recommended that they adopt international best practices in this area, including implementing an environmental management system.

Energy and Environmental Impact

The supplier, subcontractor, or service provider must take actions to improve energy efficiency and reduce environmental impact.

Natural Resources and Biodiversity

The supplier, subcontractor, or service provider must optimize the use of natural resources and manage their impact on biodiversity.

Emissions and Waste Management

The supplier, subcontractor, or service provider must implement measures to control emissions and discharges related to their activities, including waste production and management. They must also strive to minimize waste production, especially hazardous waste, and promote reuse and recycling initiatives.

Product Regulations

The supplier, subcontractor, or service provider must comply with applicable product regulations and market access requirements (e.g., REACH regulation in Europe) and prioritize understanding and managing the toxicological impact of the products they use.

3. Business Ethics

DUPESEY&CO raises awareness and trains its internal stakeholders on ethical business practices, particularly regarding corruption, fraud, conflicts of interest, and competition rules. DUPESEY&CO also implements best practices regarding the protection of personal data.

DUPESEY&CO condemns all forms of corruption and prohibits conflicts of interest involving its employees and its suppliers, subcontractors, and service providers. Our





collaboration with suppliers is based on trust, performance, innovation, and risk prevention while preserving the independence and autonomy of all parties.

Corruption

The supplier, subcontractor, or service provider commits to complying with international and national laws, regulations, and standards on anti-corruption and influence peddling. To maintain objectivity, we do not accept gifts from suppliers that may influence decision-making within the business relationship, except for business gifts strictly adhering to the principles outlined by the French Anti-Corruption Agency (AFA).

Conflicts of Interest

The supplier, subcontractor, or service provider must avoid conflicts of interest that may compromise their employees' ability to act objectively and impartially in their duties and responsibilities.

Compliance with Competition Rules

The supplier, subcontractor, or service provider must strictly adhere to all applicable laws, regulations, and standards prohibiting cartels, collusive practices, or abuse of dominant position.

Confidentiality and Industrial Property

The supplier, subcontractor, or service provider must comply with general rules on data protection and confidentiality of industrial property. Information provided will be treated with due respect and used only for authorized purposes. Similarly, in the execution of the contract with DUPESSEY&CO, suppliers, subcontractors, or service providers are informed that some of their personal data may be collected, including:

- Civil status and identity of the legal representatives;
- Professional information such as community licenses, capacity certificates, driving permits, insurance certificates, and any other document required by DUPESSEY&CO's vigilance obligations;
- Traffic violations;
- Geolocation data.

DUPESSEY&CO ensures that only authorized individuals have access to suppliers' personal data. DUPESSEY&CO may also collect and process geolocation data, which may be shared with clients, who will then be responsible for processing such data. This data may also be shared with third parties to meet legal and regulatory obligations or with legally authorized authorities. DUPESSEY&CO ensures that the same security measures are applied to all data processing activities.

Transparency and Reporting

DUPESSEY&CO has obligations regarding transparency and the disclosure of non-financial information. The Group expects its suppliers, subcontractors, and service providers to adhere to the same practice in their contractual relations with DUPESSEY&CO and their own stakeholders.

4. Commitment of Suppliers, Subcontractors, and Service Providers

DUPESSEY&CO, convinced of the benefits of these provisions in improving the overall performance of the Group and its suppliers, subcontractors, or service providers,

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acknowledges the efforts required for compliance with this policy. In this context, DUPESSEY&CO is ready to support suppliers, subcontractors, or service providers committed to continuous improvement.

By adhering to the principles of this policy, suppliers, subcontractors, and service providers commit to supporting DUPESSEY&CO in implementing its CSR roadmap and agree to be evaluated by DUPESSEY&CO or an independent third party on their CSR practices and the principles outlined above.

They commit to implementing the necessary measures for compliance and to communicating these principles to their own suppliers and subcontractors involved in DUPESSEY&CO's supply chain.

Emmanuel ANDRÉ

CEO DUPESSEY&CO

The supplier, subcontractor, or service provider adheres to this charter and commits to working in compliance with the principles outlined above throughout the entire qualification process, purchasing process, and contractual relationship.

