

## FORETHIX Supplier Code of Conduct

Version 001-2021 / Auteur : Stéphanie Deltenre

### 1. PREAMBLE

Forethix is committed to a proactive approach to social responsibility in the context of its purchases and subcontracts and, more generally, in the context of its relations with third parties. The present charter testifies to Forethix's will to promote the application of the principles of sustainable development with its suppliers, contractors, subcontractors and service providers (hereafter the "Suppliers").

Forethix strongly encourages its Suppliers to respect these principles.

### 2. REGULATIONS

In addition to the provisions of this charter, Suppliers complies and develops in accordance with the international, European and national regulations in force and in particular with :

- the Universal Declaration of Human Rights of the United Nations (UN),
- the conventions of the International Labour Organization (ILO), and
- the guidelines of the Organization for Economic Cooperation and Development (OECD).

### 3. COMMITMENTS

#### 3.1. HUMAN RIGHTS

Suppliers and their subcontractors proactively contribute to the fight against:

- any form of illegal labor,
- any form of forced labor,
- child labor, and
- any form of discrimination in access to employment based on gender, race, religion, age, disability, sexual orientation, political opinion, nationality, social or ethnic origin.

Suppliers and their subcontractors apply and enforce the following values and principles:

- the respect of working conditions with regard to human rights,
- compliance with all applicable legal provisions concerning maximum working hours and overtime pay
- compliance with the applicable legal provisions on minimum wages,

- respect for freedom of association and the right to collective bargaining.

#### 3.2. ENVIRONMENT

Suppliers and their subcontractors shall implement, develop and promote policies to reduce environmental impact.

In particular, they agree to:

- limit waste and emissions generated under their influence and ensure their disposal through environmentally friendly solutions,
- strive to produce and act in an environmentally responsible manner,
- strive to preserve natural resources, and in particular to apply a policy of reducing energy and packaging and recycling the resources used.

#### 3.3. Ethics

Suppliers and its subcontractors conduct their business activities with integrity. They shall avoid and combat the following practices:

- Conflicts of interest: Suppliers and their subcontractors are committed to identify, disclose and avoid situations where there is an actual or potential conflict of interest with Forethix and/or its employees, directors or shareholders.
- Corruption : The relations between Forethix and Suppliers must not lead to behaviors or facts being able to be qualified of active or passive corruption or favoritism. Suppliers must not offer any advantage to collaborators of Forethix, to representatives of States and political parties or any representative of a public or private institution with the only aim of obtaining or maintaining a transaction or a commercial advantage or to receive any facility or favor implying the transgression of a regulation.
- Money Laundering: Suppliers and their subcontractors shall comply with all applicable money laundering laws and regulations.
- Competition: Suppliers and their subcontractors shall comply with all applicable competition laws and regulations.
- Intellectual Property: The Supplier and its subcontractors commit to carry out their activities in compliance with the intellectual property rights of third parties and, more generally, to comply with all applicable laws and regulations regarding intellectual and industrial property.

### 3.4. HEALTH AND SAFETY AT WORK

Suppliers and their subcontractors apply high standards of health and safety at work. Suppliers and their subcontractors shall in particular ensure that their activities do not harm the health and safety of their employees and of the population and users of their products and services.

Suppliers and their subcontractors shall make every effort to reduce the risk of personal injury and to limit as far as possible activities involving a health risk. They shall implement a proactive accident reduction policy and systems to detect, avoid or neutralize any threat to the health and safety of their personnel.

### 4. IMPLEMENTATION

By adhering to this charter, Suppliers engage to make every effort to respect, implement, and ensure that its own suppliers and subcontractors respect, in compliance with the contractual provisions and applicable national legislation, all the principles set forth herein.

Suppliers are required to ensure and verify that their employees, representatives and subcontractors understand and comply with this charter. Suppliers commit to receive, and insofar as possible to have its own suppliers and

subcontractors receive, the internal or external auditors who may be mandated by Forethix to verify the proper application of this charter.

Any failure of the Suppliers to respect the principles exposed in this charter will constitute a breach of their contractual obligations, likely to involve, according to the gravity of this failure, a rupture of the commercial relation and/or the application of the coercive measures considered in this contract, being able to go if necessary until the pure and simple cancellation of the contract to the detriment of the Suppliers, without prejudice of all damages. In the case where Suppliers, because of particular circumstances, would not be able to respect certain provisions of this charter, it will be held to announce it to Forethix, in order to agree on the corrective measures to be implemented.

The conformity to the above mentioned principles and the actions of continuous progress to get closer to these principles are among the evaluation criteria of Forethix's suppliers. Forethix offers, if necessary, to accompany its suppliers and their subcontractors in the definition and the implementation of their action plan relating to the principles of this charter.

For all information on this code of conduct and additional information: Stéphanie Deltenre:  
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