



Sustainable Procurement Charter

 KORUS GROUP

Introduction

As a responsible and committed player in social and environmental matters, Korus Group is involved in the observance of fundamental rights and reducing the social, environmental and ethical impact of its procurement process.

The purpose of this Sustainable Procurement Charter is to be a common frame of reference for Korus Group employees in charge of procurement and its suppliers and subcontractors, as well as their potential subcontractors.

By adhering to this charter, the supplier or subcontractor commits to observing and ensuring that its own suppliers and subcontractors observe all of the principles set out, in compliance with contractual provisions and applicable legislation.

Suppliers and subcontractors play a key role in the success of Korus Group that wishes to share with them its commitment to Sustainable Development and have them jointly involved in a process of continuous improvement.

In accordance with its corporate social responsibility strategy, Korus Group is deploying a Procurement Policy that makes it possible to maintain a balanced relationship with its suppliers and subcontractors.

This Sustainable Procurement Charter is signed by all Korus Group suppliers and subcontractors.

It is available in French and in English, and can be consulted at any time, at the Group's website www.korusgroup.com.

In accordance with French legislation, Korus Group has adopted a code of conduct. This is freely accessible at the Korus Group website www.korusgroup.com

For any report, a specific email address is available that guarantees anonymity and protection for the sender of the report: alerte@korusgroup.com.

Korus Group member of the Global Compact

Korus Group has been a member of the United Nations Global Compact since February 2021 and fully adheres to the 10 principles.



Human Rights

- 1** Promote and respect the protection of international human rights law.
- 2** Ensure that they are not complicit in human rights violations.



International Labour Standards

- 3** Respect freedom of association and the right to collective bargaining.
- 4** Contribute to the elimination of all discrimination in employment.
- 5** Contribute to the abolition of the work of the children.
- 6** To contribute to the elimination of all forms of forced or compulsory labour.



Environment

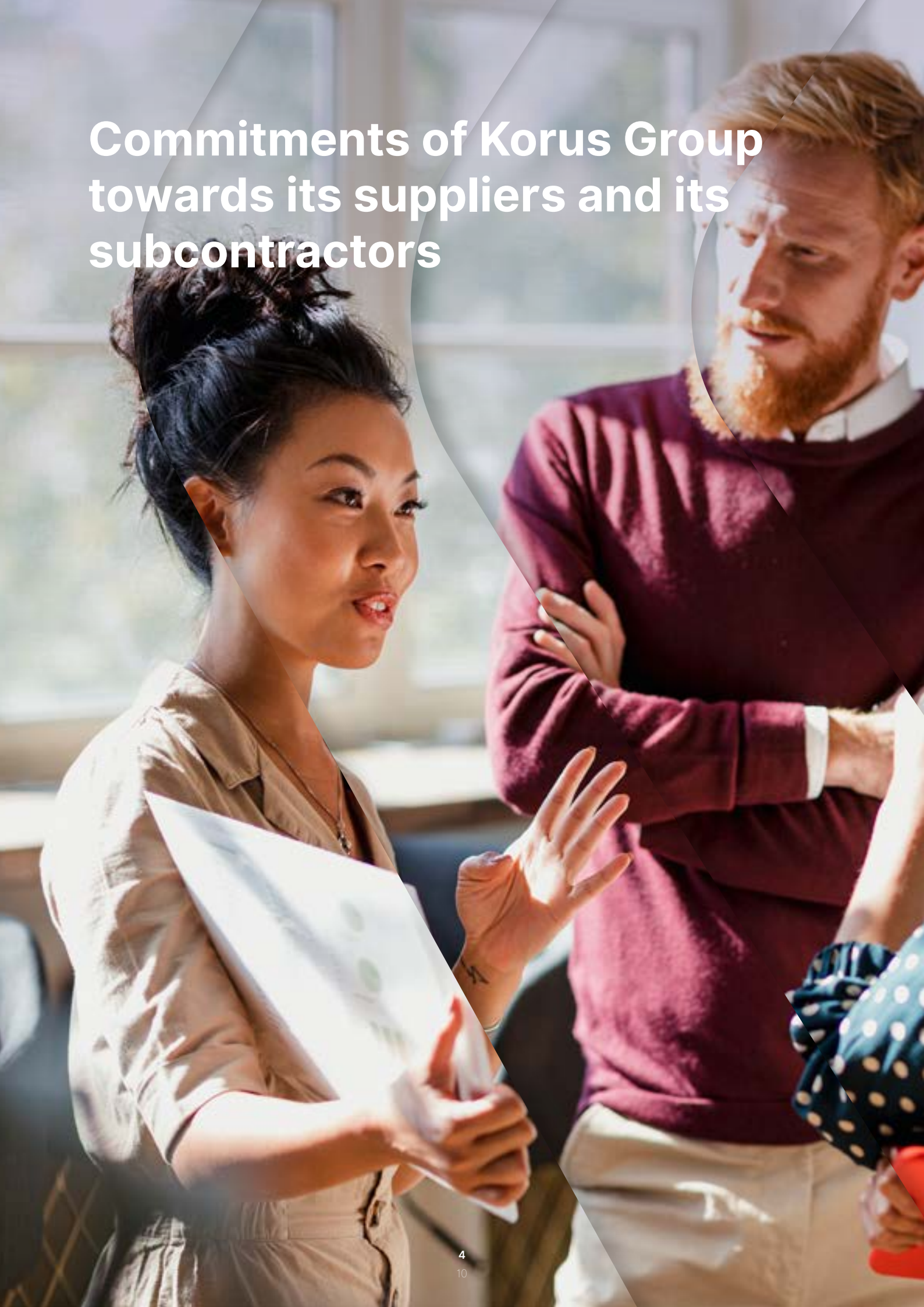
- 7** Applying the precautionary approach to environmental issues.
- 8** Take initiatives to promote greater environmental responsibility.
- 9** Promote the development and diffusion of environmentally friendly technologies.



Fight against corruption

- 10** Act against corruption in all its forms, compromised extortion and bribery.

Commitments of Korus Group towards its suppliers and its subcontractors





Selection of suppliers / subcontractors

- Selection of suppliers and subcontractors according to a fair and impartial procurement process, according to predefined criteria and objectives.
- Promotion, to the extent possible, of candidates with the best value in terms of corporate social responsibility performance.
- Integration of local suppliers / subcontractors in procurement activities in order to promote local economic development.

Ethical behavior of procurement officers

- Conclusion of purchases in accordance with Korus Group's anti-corruption policy regarding gifts, hospitality, granting of benefits or facilitation payments.
- Identification and prevention

of conflicts of interest in the context of their relationships with suppliers / subcontractors.

Confidentiality and intellectual property

- Commitment to maintain the confidentiality of the technical, commercial and financial information provided by suppliers / subcontractors.
- Observance of the intellectual property rights of suppliers / subcontractors.

Risk of economic dependence

- Prevent suppliers and subcontractors from being in situations of economic dependence.

Relationship of trust

- Collaboration with suppliers / subcontractors to establish and maintain relationships of trust by integrating social and environmental dimensions into a continuous improvement process.

Commitments expected of suppliers and subcontractors



Suppliers and subcontractors recognize that their commitments on issues of human rights, working conditions, protection of the environment and business ethics constitute essential obligations for the establishment and pursuit of commercial relations with Korus Group. Everyone is committed to demonstrating transparency, good faith and cooperation to ensure compliance at all stages of the relationship.

Suppliers and subcontractors commit to observe all national and international standards applicable to their activities in the following areas:

Ethical Behavior

To observe the ethical principles of the Korus Group described in its corporate social responsibility Charter and its Code of Conduct:

- To contribute to the fight against corruption and conflicts of interest in their activities and their relationships with their own suppliers.
- To conduct their activities in accordance with the principles of honesty and fairness and the applicable regulations on competition and the prohibition of corruption in business transactions.
- To observe all national and international standards for economic crimes.
- To implement management and control procedures to prevent and impede unauthorized access to customer and / or personnel data.

Environment

To observe all applicable environmental laws and regulations:

- To focus on the protection of nature, the maintenance of biodiversity and ecosystems, and the sound management of waste and toxic substances.
- To take into account and reduce the impact of their products, or those they use, in their overall life cycle, from design and production to use and end of life.
- To limit the environmental impact by reducing their greenhouse gas emissions, the use of resources (energy and water), non-renewable raw materials and non-environmentally friendly products.
- To hold their employees accountable for the production of waste, and implement measures intended to limit waste and optimize recycling.
- To limit local pollution (noise, dust, odors, particles, etc.) by ensuring that emissions, air pollution and noise do not exceed the thresholds set by current French standards.

Social and human rights

To observe the principles of the United Nations Global Compact, the working conditions required by the conventions of the International Labor Organization

(ILO), those of the Universal Declaration of Human Rights as well as the legislation of the country in which they carry out their activities:

Child labor: to observe the minimum legal age limit for admission to the workforce defined by fundamental ILO Conventions 138 and 182.

Forced or compulsory labor: to not resort to slavery, forced or compulsory labor, or any other practice relating to enslavement or involuntary labor, as defined by fundamental ILO Conventions n° 29 and 105.

Hygiene, health and safety: to implement a health and safety policy aimed at guaranteeing each employee a safe and healthy working environment, to maintain an environment in which human dignity is observed (ILO Conventions n° 155 and 120), and to take all necessary measures to limit workplace accidents that may occur in the handling of an employee's day-to-day tasks (personal and collective protective equipment).

Discipline: prohibition of the use of any verbal or physical threat, any physical violence, sexual abuse or any form of harassment (ILO Conventions n° 29 and 111).

Equal treatment:

- To prohibit any distinction between people on the basis of their age, sex, religious belief, political opinion, sexual orientation, social or ethnic background,

disability, marital status, nationality, surname or physical appearance.

- To promote equal treatment and equal opportunities in accordance with the fundamental Conventions n° 100 on equal remuneration for men and women for all work of equal value and n° 111 on the ILO principle of non-discrimination.

Freedom of association, representative nature of staff and the right to collective bargaining:

- To observe freedom of association and the protection of trade union rights, as well as the right for employees to organize and enter into collective bargaining, as defined in fundamental ILO conventions n° 87 and 98.
- To comply with all regulations to which suppliers are subject relating to remuneration, benefits and hours of work, including those relating to minimum wage, overtime pay, piecework wages and any other item regarding

remuneration and working hour limits (ILO Conventions n° 1, 30, 95, 100, 131, 163 and 171).

Subcontracting: prior authorization of Korus Group for any direct or indirect use of subcontracting by a supplier / subcontractor.

In the event that subcontracting is authorized by the supplier / subcontractor, the latter must ensure that its subcontractors comply with the requirements of this Charter.



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