

Fundamental Principles of Responsible Purchasing

Preamble

Séché Environnement is a member of the Global Compact which is a voluntary initiative based on CEO commitments to implement universal sustainability principles by supporting UN goals to align strategies and operations with ten universal principles on human rights, labour, environment, and anti-corruption.

Séché Environnement has translated these universal principles into operational commitments that are put into effect on different levels:

- Group guidelines: a Sustainable Development Charter promoting the conservation of natural resources (materials and energy), climate and natural biodiversity protection.
- Industrial site guidelines: Quality, Health, Safety and Environment Policies.
- Individual guidelines: Codes of Conduct for ethics, anti-corruption, and fair competition.

These commitments constitute the backbone of our Responsible Purchasing Policy. So, in turn, we look to our suppliers, and contractors, to consider the following principles as the framework of their collaboration with our company, in addition to complying with relevant rules, regulations and laws.

Séché Environnement is also committed to sharing and promoting sustainability best practises with its stakeholders to help support their environmental transition.

Environmental Transition

Séché Environnement is committed to complying with all local, national, and international environmental regulations. We also apply a continuous development approach to improving our environmental impacts related to gas emission, consumption of water, energy, and materials. Séché Environnement's biodiversity and decarbonation strategies, which are in line with The Paris Agreement, serve as illustrations of this approach.

We expect the same level of commitment from our suppliers and contractors. Which is why Séché Environnement includes environmental criteria in supplier selection processes.

Human Rights and Labour Rights

Séché Environnement is committed to promoting and complying with international laws relative to Human Rights, within its sphere of influence. Our Group ensures it is not complicit to violations of Human Rights.

Séché Environnement thus pledges to contribute to:

- Respecting freedom of association et recognising the right to collective bargaining
- Eliminating all forms of forced or compulsory labour
- Abolishing child labour
- Eliminating discrimination in respect of employment and occupation, and eliminating all forms of harassment
- Offering adequate working conditions ensuring the health, safety, and security of our employees, in accordance with Labour Laws.

Health and Security

Séché Environnement also focuses on executing an active health and safety policy within the working environment and ensures this policy is applied constantly.

To protect and oversee the physical integrity of its employees, Séché Environnement implements multi-annual action plans which demonstrate a strong commitment to a culture of « zero accident » tolerance in the workplace. This risk prevention initiative (assessment, prevention, and verification) aims to eliminate, or at least reduce, the risk-level for job-related injuries and illnesses and limit the human, social and economic consequences of these risks.

Suppliers and, more specifically, subcontractors that are invited to work on-site, must be equally vigilant.

Corruption and Conflict of Interest Prevention

Suppliers must apply the rules defined in our anti-corruption Code of Conduct¹. In the performance of their duties, it is forbidden for suppliers to grant undue advantages, in any form (gifts, invitations, payment in cash) to a Séché Environnement employee in aim to influence a business decision. Gifts and hospitality shall be of reasonable value in regard to the circumstances and must be granted in complete transparency, within a strictly professional context.

Furthermore, any possible conflicts of interested must be declared.

These requirements are laid out in our General Terms of Purchase. The violation of the contractual terms they may result in, is considered to be a serious breach and could lead to contract termination.

Séché Environnement provides an Alert System that allows suppliers to report situations that may be contrary to these requirements. Alerts may be placed online here: seche.ethicspoint.com.

Competition Law Conformity

Suppliers must follow Competition Law regulations strictly.

They must therefore forbid any practises that could impede competition in the market:

- arranging market allocation, price fixing, technical development agreements, or even exchanges of sensitive commercial information. Increased vigilance is required when participating in Séché Environnement's bidding processes.
- abuse of a dominant position.
- participating in professional associations.

These requirements are laid out in our General Terms of Purchase. The violation of the contractual terms they may result in, is considered to be a serious breach and could lead to contract termination.

¹ Available at <https://www.groupe-seche.com/uploads/2023/06/code-conduct-anticorruption-en.pdf>