



# RESPONSIBLE PURCHASING CHARTER

12/12/2024

## INTRODUCTION/PREAMBLE

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**Our aim is to consolidate a supply chain that is fair, safer, and more respectful of the environment over the long term.**

As part of its sustainability strategy, MECATHERM is committed to actively promoting **sustainability in its supply chain and to strengthening its responsible purchasing efforts**. The purpose of this charter is to define these commitments, which apply to the entire MECATHERM value chain.

We are determined to act in cohesion and synergy with our suppliers, always with the vision to strengthen a sustainable win-win partnership.

**Raymond NOGAEL, President of MECATHERM**

## MECATHERM'S COMMITMENTS TO ITS SUPPLIERS

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We wish to involve all our suppliers in our approach to develop mutually beneficial and sustainable relationships.

In particular, our teams are committed to:

### 1. Selecting and working with suppliers based on environmental and social criteria:

- a) **Working** with suppliers committed to social and environmental issues.
- b) **Carrying out** an overall supplier risk analysis (financial, quality, etc.).
- c) **Communicating** the reasons for non-selection of suppliers.

### 2. A long-term partnership based on trust, quality, and fairness:

- **Giving** equal opportunities to all suppliers and treating everyone on the same terms, (passing on the same information so as not to favor one or the other...).
- **Maintaining** a constructive and open dialogue based on exchanging and sharing best practices in terms of environmental and social issues.
- **Supporting** suppliers in their projects (development, evolution of sustainability strategy, etc.).
- **Sharing** sustainability best practices over the long term (waste and packaging reduction, carbon footprint, certifications, etc.).
- **Supporting** our suppliers in the event of difficulties or crisis (rising raw material prices, etc.).
- **Monitoring** our partners' health.

For constructive purposes and to reinforce its Responsible Purchasing policy, MECATHERM reserves the right to carry out evaluations and audits to verify compliance with the regulatory commitments set out in the present Responsible Purchasing Charter, and to assess the maturity and sustainability progress of its suppliers.

# SUPPLIERS' COMMITMENTS TO MECATHERM

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In line with its sustainability strategy, MECATHERM expects its suppliers to make commitments in the following areas:

## 1. Social issues and human rights:

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a) Do not tolerate any activities related to:

- child labor.
- any form of modern slavery, abuse, forced, compulsory, or clandestine labor.
- any form of physical, moral, or sexual harassment, or any form of discrimination based on origin, gender, sexual orientation, age, family status, pregnancy, physical appearance, state of health, nationality, union membership, ethnicity, or religion within the meaning of the conventions.

b) Guarantee its employees:

- decent working conditions and health and safety standards.
- clear working hours, remuneration corresponding to hours worked, and equal pay, as well as breaks and vacations.
- a wage that provides a decent standard of living and enables them to meet their basic needs, taking into account the general level of wages, cost of living, and social security benefits, paid on a regular and timely basis.
- safety in line with current standards.

## 2. Environmental issues:

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That our suppliers comply with all applicable environmental laws and regulations, and move towards more sustainable practices.

We encourage them to:

- **Strengthen** their sustainability strategy by, for example, identifying and assessing potential environmental risks, and taking appropriate measures to mitigate or eliminate them.
- **Minimize** their impact on the environment to reduce CO2 emissions, waste volumes, energy and water consumption and discharges, while preserving biodiversity.
- **Promote** sustainability sourcing wherever possible.

## 3. Ethical and compliance issues:

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Our suppliers prohibit violations of anti-corruption laws or bribery, money laundering, or terrorist financing, and remain vigilant with regard to international sanctions programs and embargoes.