



Supplier CSR charter

LYNXEO GROUP



INTRO



For a sustainable future

Lynxeo's commitments to Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) is at the heart of Lynxeo's strategy

Lynxeo commits to respecting fundamental CSR principles, in the areas of:

- **human rights and labour standards,**
- **the environment,**
- **the fight against corruption**

Wherever we operate, whoever we work with.

Lynxeo expects its suppliers to respect the same principles.

Lynxeo's CSR commitments

Lynxeo takes into account several criteria to award business to suppliers, including suppliers' CSR performance.

Suppliers' CSR performance is notably based on the supplier's CSR scorecard (certificate) issued by an independent and internationally recognized CSR expert, (such as EcoVadis) as well as on-site CSR audits, if any.

Lynxeo's suppliers are encouraged to get their CSR performance assessed, certified by a CSR scorecard and updated regularly.

Lynxeo reserves the status of preferred supplier to suppliers with a good CSR performance (among other strengths) and supports suppliers who improve their CSR performances in a continuous and sustainable way.

Lynxeo reserves the right to delist a supplier who does not respect the CSR principles mentioned in this Charter.

Lynxeo Suppliers' CSR commitments

Lynxeo's suppliers shall commit to the CSR principles described below, for all their activities and sites, and ensure that their own suppliers adhere to principles which are at least as compelling.

Lynxeo's suppliers shall implement a continuous improvement CSR action plan. Areas for improvement are also highlighted in the supplier CSR scorecard. Lynxeo can support suppliers in identifying actions and share best practices.



KEY PRINCIPLES



1. Human Rights & Labour Standards

FORCED & CHILD LABOUR

Lynxéo's suppliers undertake to eliminate all forms of illegal, forced, or compulsory labour and modern slavery. They are defined as the recruitment, movement, harbouring or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

The term "children" refers to any person under the age of 16, or under the age for completing compulsory education, or under the local minimum age for employment, whichever is the highest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts.

All work must be voluntary, and workers shall be free to leave work or terminate their employment at any time.

Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. Deductions from wages as a disciplinary measure shall not be permitted.

DIVERSITY & FAIRNESS

Lynxéo's suppliers shall respect equal opportunities rights and seek to provide their employees with a work environment free of discrimination or harassment of any kind. Employees of Lynxéo's suppliers must be treated with fairness and dignity.

LABOUR RELATIONS

Lynxéo's suppliers shall respect the right of association, in compliance with local laws. Suppliers must respect the right of employees to form or join the unions and workers' organizations of their choice and to participate in collective negotiations.

KEY PRINCIPLES



WORKING HOURS & TRAINING

Lynxeo's suppliers shall comply with local legislation regarding working hours and minimum wages and strive to provide their employees with development programs and trainings.

Notwithstanding the provisions of applicable local laws, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers must be allowed at least one day off every seven days.

HEALTH & SAFETY

Lynxeo's suppliers shall deploy necessary resources to ensure the health and safety of their employees in their workplace. Risks linked to their activities shall be identified, evaluated and either eliminated or mitigated through a health and safety management plan, established based on international standards.

SUPPLY CHAIN AND CONFLICT MINERALS

Lynxeo's suppliers must comply with international standards of behaviour relating to responsible sourcing. They inform themselves and Sophie about the different suppliers in their supply chain. They ensure that all suppliers in their supply chain adopt best practice in terms of respecting human rights and limiting environmental impact.

Lynxeo's suppliers who supply goods containing minerals extracted from mines must carry out prior checks on the origin of the minerals they use.

Lynxeo suppliers shall make their due diligence on the origin of the minerals they use and ensure that all the suppliers in their supply chain (up to the mines), respect the CSR principles. They shall inform Lynxeo if any of the minerals integrated in the goods supplied fall into the category known as "conflict minerals". If so, suppliers are to provide the information required by law.

That is of the upmost importance to prevent child labour, forced labour and the financing of armed groups in politically unstable areas.

KEY PRINCIPLES



2. Environment & Product



ENVIRONMENT

Lynxeo's suppliers shall minimize the impact of their activities on the environment and develop solutions that contribute to preserving and saving water and energy.

Lynxeo's suppliers shall implement environmental management principles, in order to minimize or avoid all hazardous releases to air, soil and water and greenhouse gas emissions.

Suppliers shall avoid the use of hazardous substances. In the event that no alternative is available, suppliers shall ensure their safe handling and disposal.

PRODUCT RESPONSIBILITY

Lynxeo's suppliers shall incorporate environmental, health and safety criteria into their goods, in order to reduce their impact throughout their lifecycle while maintaining and/or improving their quality.

Lynxeo's suppliers shall provide Lynxeo with all regulatory information and data relating to the goods, e.g. content of hazardous substances, safety, composition, etc.

Lynxeo values suppliers proposing goods with reduced environmental impact, focusing on :

- promoting circular economy (reduction of resource consumption, use of recycled and/or recyclable materials, optimized durability, reparability, recyclability...)

- minimising the use of hazardous substances and scarce resources

- reducing its carbon footprint during the whole life cycle

- reducing the amount of water used and treating it before it is discharged into the natural environment.

WASTE

Lynxeo's suppliers shall endeavour to reduce waste generated from their operations and ensure the disposal of such waste in a manner that is respectful to the environment. Waste must be identified, controlled, and treated.

KEY PRINCIPLES



3. Ethics and Business Conduct

ANTI-CORRUPTION

Lynxéo's suppliers shall ban corruption, bribes, kickbacks and other means of obtaining an undue or improper advantage. This includes the promising, offering, authorizing, giving or accepting of cash, fees, commissions, credits, gifts, favors, or anything of value that is either directly or indirectly provided in return for favourable treatment.

DATA PRIVACY

Lynxéo's suppliers shall protect the personal data of everyone they work with with, including suppliers, customers, consumers and employees (including through information security protection).

Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

GIFTS & INVITATIONS

Pursuant to Lynxéo's internal procedures:

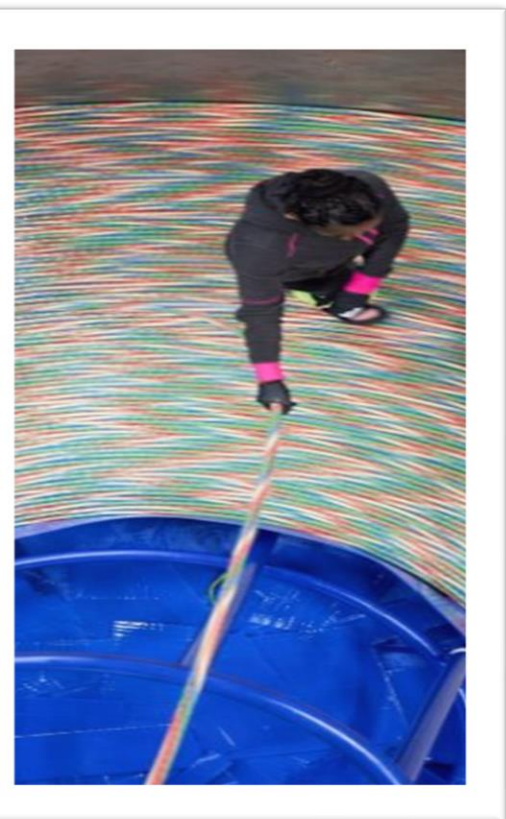
- Lynxéo's employees (including their families or relatives) must not accept gifts nor invitations. The sole exception relates to gifts offered purely as a courtesy, with a value lower than 50€, and no more than once a year from the same Lynxéo business partner.
- Lynxéo employees must not promise or offer gifts worth more than €100 to a business partner (including their family or close friends), and no more than once a year to the same business partner, unless duly authorized by a high-ranking manager. In the latter case, the authorized gifts and invitations must remain within the reasonable limits fixed by applicable laws and customary commercial practices.
- Lynxéo employees must never promise, accept or give gifts in cash.

CONFLICT OF INTEREST

A "conflict of interest" exists when an employee's private interests supersede or interfere with his/ her professional interests, or when an employee or a close relative might benefit personally from a transaction involving a supplier and Lynxéo. Lynxéo's suppliers shall never take part in or seek to influence decisions under circumstances that can create an actual or perceived conflict of interest. If Lynxéo's suppliers become aware of a potential conflict of interest affecting Lynxéo, they shall, without delay, notify Lynxéo.

COMPETITION LAW

Lynxéo pursues to build a business relationship based on honesty, trust, and mutual interest, and select suppliers through an objective competitive bidding process. Lynxéo's suppliers shall act in accordance with the principles of fair competition and apply standards of fair business.



EXAMPLES



To illustrate the CSR principles in practical terms, the present Charter contains examples of indicators monitored by suppliers with good CSR performance

1. HUMAN RIGHTS & LABOUR STANDARDS

- Are your workers provided with a written employment agreement in their native language that contains a description of terms and conditions of employment?
- Do you have a whistle blowing line for harassment?
- Are your plants equipped with a time clocking device?
- Does your company monitor the number and severity of accidents?
- Is your machinery which presents an injury hazard to workers protected by barriers or physical guards?
- When applicable, does your company update the Conflict Minerals Reporting Template (CMRT) every year?

2. ENVIRONMENT

- Is your company ISO 14001 certified? Does your company monitor water/energy consumption, the use of non-renewable resources and/or greenhouse gas emissions?
- Does your company have a life cycle assessment process (ISO 14040)? Does your company measure its Carbon Footprint (ISO 14067) or comply with the Environmental Product Declaration (ISO 14025)? Have any of your products obtained a responsible production certification?
- Does your company monitor waste reduction and waste valorisation? Has your company taken action to reduce packaging?

3. ETHICS AND BUSINESS CONDUCT

- Does your company have internal procedures to ensure compliance with anti-corruption laws, such as the review and approval of all sales intermediaries?
- Does your company have an internal policy to approve and record personal expenses, gifts, hospitality and entertainment expenses?
- Has your company established a policy about meeting with competitors?
- Does your company have an ethics incident reporting system? Do your employees receive training, to enable them to identify a conflict of interest situation?



MAIN REFERENCES



Lynxéo complies with international and local laws and regulations related to CSR.

The following standards were used in preparing this CSR Charter. **Lynxéo encourages its suppliers to refer to the below rules and international guidelines, as well as join initiatives related to CSR.**

- Universal Declaration of Human Rights www.un.org/Overview/rights.html
- United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>
- United Nations Global Compact www.unglobalcompact.org
- Eco Management & Audit System http://ec.europa.eu/environment/emas/index_en.htm
- Ethical Trading Initiative www.ethicaltrade.org/
- ILO Code of Practice in Safety and Health www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf
- ILO International Labor Standards www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ISO 14001; ISO 14040; ISO 14025; ISO 14067 and ISO 26000 www.iso.org

- OECD Guidelines for Multinational Enterprises <http://www.oecd.org/investment/mne/1903291.pdf>
- OHSAS 18001 <http://www.bsigroup.com/en-GB/ohsas-18001-occupational-health-and-safety/>
- United States Federal Acquisition Regulation www.acquisition.gov/far/
- SA 8000 <http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>
- Social Accountability International (SAI) www.sa-intl.org
- RoHS: EU Directive 2002/95/EC of 27 January 2003 on the restriction of the use of certain hazardous substances in electrical and electronic equipment https://ec.europa.eu/environment/waste/rohs_eee/index_en.htm
- REACH: consolidated version of Regulation (EC) 1907/2006 on the Registration, Evaluation, Authorisation and Restriction of Chemicals <https://echa.europa.eu/regulations/reach/understanding-reach>
- Data Protection: Regulation (EU) 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data https://ec.europa.eu/info/law/law-topic/data-protection_en
- National Fire Protection Association www.nfpa.org/catalog/home/AboutNFPA/index.asp

Conflict Minerals

- Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 <http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas <http://www.oecd.org/corporate/mne/mining.htm>
- EU Regulation n°2017/821 of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32017R0821>
- Rules laid down by the China Chamber of Commerce of Metals Minerals & Chemicals Importers & Exporters (CCCME) <http://en.cccmc.org.cn/>

LYNXEO Code of Ethics & Business Conduct, available at <https://www.lynxeo.com/>



ALERT PROCEDURE

Any supplier may use the Lynxéo Incident Reporting System available online through:

<https://lynxéo.speakup.report/en-GB/Lynxéo/home> to report any suspicion of infringement of any commitment mentioned in the present Charter, including:

- Corruption
- Anti-competitive practices
- Conflicts of interest
- Financial / banking / accounting malpractices
- Confidentiality
- Intellectual property rights breaches
- Child / forced labour / Human Rights violations
- Harassment / discrimination
- Health, safety and hygiene at work
- Environmental issues

Continuous commitment to CSR

Lynxéo's objective is to build long-term relationships with its suppliers. Improvements in CSR contribute to strengthening these relationships.

A key element of the continuous improvement of Lynxéo's own CSR performance is our work with our suppliers.

Regardless of a supplier's current CSR performance, Lynxéo values suppliers who are motivated to implement further actions towards sustainable development.

By signing this Charter, Lynxéo's suppliers formally commit to respecting the above-described CSR principles and to improve their CSR performance wherever possible.

As a supplier to Lynxéo, we hereby confirm that we have carefully read and understood the present Lynxéo Supplier CSR Charter. We commit to applying its principles to our employees and to ensuring that our own suppliers adhere to equivalent principles.

Supplier Name:

Name & Title:

Date:

Signature: