



A WORLD OF SERVICES

Responsible Purchasing Charter

NSE



Since its creation, NSE has always had strong values at heart on which it has based its identity, its corporate culture and its action. Its values: Stringency, Honesty, Work, Frankness, Humility are the very essence of NSE.

The objective of this charter is to express NSE's expectations in the CSR field with regard to its Suppliers. It marks NSE's desire to include the CSR component in the process of selection, authorization and monitoring of Suppliers over the long term.

Through this charter, NSE aims to share its environmental and societal commitments with its suppliers, major players in its success, and to ensure their involvement. (I)

This Charter and the documents attached to it are mandatory and form part of the contractual provisions applicable to relations between NSE and its Suppliers. Its correct application is monitored. (II)

I/ THE PRINCIPLES OF THE CHARTER: COMMITMENTS OF NSE AND ITS SUPPLIERS

As part of its strategy, NSE is committed to deploying a CSR policy based, among other things, on the following principles:

- 1- **Responsible and respectful relationship: Transparency and independence**
- 2- **Respect for the environment**
- 3- **Respect for human rights**
- 4- **Business relationships**
- 5- **Protection of information and assets**

In this context, NSE deploys a Purchasing Policy which aims to make its purchases a sustainable competitive advantage over the competition while maintaining a balanced relationship with its suppliers. This Purchasing Policy is conducted in accordance with:

- the NSE Group Charter of Ethics & Corporate Responsibility (<https://www.nse-groupe.com/wp-content/uploads/2023/07/NSE-Ethics-Charter-EN-2023.pdf>)
- the good practices dictated by the inter-company mediation charter signed by NSE (https://www.nse-groupe.com/wp-content/uploads/2024/03/Charte-RFAR-VF_0-1.pdf)
- the good practices laid down by this Charter.

NSE expects its Suppliers to commit to the following principles:

1. RESPONSIBLE AND RESPECTFUL RELATIONSHIP: TRANSPARENCY AND INDEPENDENCE

NSE wants a relationship that is as transparent and balanced as possible with all of its Suppliers, based on mutual respect and a relationship of trust.

NSE has put in place means of selecting and monitoring its Suppliers and is committed to sharing its responsible purchasing policy with them in complete transparency.

This relationship of trust implies that NSE and its Suppliers respect the conditions on which they have agreed and ensure their independence, in particular by diversifying their economic partnerships.

2. RESPECT FOR THE ENVIRONMENT

NSE Suppliers undertake to do everything possible to guarantee the protection of the environment, which involves minimizing all risks that the activity could have on the Environment and in particular by:

- Respecting the environmental laws and regulations in force in the countries where they operate, using the precautionary principle if necessary
- Committing to limit their environmental impact by implementing actions, particularly in terms of recycling, waste sorting, controlling energy consumption and limiting Greenhouse Gas emissions
- Limiting or eliminating the use of dangerous substances, polluting products
- Raising awareness among their employees about these issues
- Developing Products (initialization of an eco-design approach and/or improving the manufacturing process with a view to improving environmental protection)

3. RESPECT FOR HUMAN RIGHTS

NSE Suppliers must comply with all legislation and regulations concerning human rights, including, among others, the Universal Declaration of Human Rights as well as all international Conventions and comply with the following provisions:

RESPECT, PROTECTION, NON-DISCRIMINATION

NSE suppliers must ensure equal treatment and equal opportunities, avoid any discrimination between people, particularly in terms of hiring, remuneration, access to training, promotion or membership. to a union, because of their social or ethnic origin(s), gender, age, family status, sexual orientation, genetic characteristics, nationality, surname, political opinions, union activities, religious beliefs, physical appearance, health, disability or pregnancy status. Taking into account the nationality of individuals must be strictly limited to the exceptions provided for by national legislation.

FIGHT AGAINST HARASSMENT

NSE suppliers must prevent any form of harassment, whether physical or psychological, as well as any other abusive conduct. NSE suppliers respect privacy by accepting divergent opinions.

COMPLIANCE WITH SOCIAL LEGISLATION

NSE suppliers undertake to respect the local social legislation applicable to it, in particular with regard to the minimum salary and compulsory social benefits or in terms of maximum working hours, regardless of the countries in which the suppliers operate.

NSE suppliers undertake to comply with the Conventions of the International Labor Organization (ILO), which notably involves refraining from offering for sale products or services which could have been manufactured in contravention of the Prohibition of illegal work, forced labor, child labor, minimum weekly rest of twenty-four consecutive hours, bargaining, illicit lending of labor and employment.

RESPECT FOR SOCIAL RELATIONS

NSE suppliers are committed to respecting freedom of association and the right to organize and to collective bargaining. All workers must benefit from adequate protection against any act of discrimination tending to undermine freedom of association in matters of employment

HEALTH AND SAFETY AT WORK

NSE suppliers undertake to implement a health and safety policy which aims to guarantee each employee a safe and healthy working environment and to maintain an environment in which the dignity of people is respected. NSE encourages its suppliers to implement a structured health and safety approach in all countries where they operate.

4. BUSINESS RELATIONSHIPS

In the context of business relationships, NSE expects its suppliers to adopt the following principles and also apply them to their own suppliers.

ETHICS IN BUSINESS

- **Obligation of probity**

In the context of business relations, NSE suppliers undertake in particular to an obligation of probity, integrity and independence of judgment.

- **Fight against conflicts of interest**

Under no circumstances can personal interests be taken into account in the choice of a contractor. It is recalled that all agreements must be negotiated, formed and executed in good faith. NSE suppliers undertake to combat all forms of conflict of interest or situations likely to lead to a potential conflict of interest which would harm probity, integrity and independence of judgment.

- **Prevention of insider trading**

NSE suppliers are prohibited from taking advantage of information not known to the public that they have from NSE in the context of their functions or the commercial relationship, for their personal interest or that of other people who could benefit from it.

- **Commitment to fight against corruption**

NSE suppliers undertake to:

- Respect and enforce the national and international regulations applicable to them in the fight against corruption,
- Exercise reasonable vigilance in order to prevent and detect an act of corruption, whether passive or active, an act of influence peddling in its commercial agreements whatever the purpose and in particular to obtain distinctions, jobs, contracts or any other favorable decision,

- Exercise reasonable vigilance to ensure that offers, promises, gifts, donations, commercial gestures or any advantages offered or received are authorized by law and by the regulations or charters of the contractor and that they comply with commonly accepted practices,
- Provide employees, particularly those whose functions are exposed to the risk of corruption, with appropriate awareness sessions.

- **Compliance with competition regulations**

NSE suppliers undertake to comply with applicable anti-money laundering regulations. Consequently, NSE suppliers must ensure the good reputation of their own partners and the legality of their activities. Suppliers:

- Comply with laws and regulations aimed at protecting competition and prohibiting anti-competitive practices,
- Respect the principle of freedom to set prices,
- Do not agree with competitors on prices or bid rigging,
- Do not share the market with competitors,
- Do not exchange competitively sensitive information with competitors,
- Do not set commercial conditions likely to be described as excessive, discriminatory or constituting an abusive loyalty system or likely to constitute an abuse of a dominant position.

COMPLIANCE WITH NATIONAL AND INTERNATIONAL REGULATIONS FOR IMPORT AND EXPORT

NSE Suppliers undertake to:

- Comply with applicable laws, directives and regulations concerning the export and import of all products (components, complete assemblies) and technical data,
- Accurately provide all necessary information regarding the use of the products,
- Obtain all necessary authorizations, export or import licenses
- Comply with all regulations regarding sanctions and embargoes applicable to exports, imports and associated financial flows
- Verify the provenance of « conflict minerals », NSE suppliers must comply with applicable laws and regulations regarding the sourcing of specific minerals (tin, tungsten, tantalum and gold) from conflict zones. In addition, they must establish a policy allowing them to reasonably ensure that the tin, tungsten, tantalum and gold contained in the products they manufacture are not used to finance, directly or indirectly, armed groups whose activities are contrary to human rights. They must also, as may be required by law, exercise due diligence in the choice of source and traceability of minerals and therefore impose the same diligence on the part of their suppliers.
- Fight against counterfeiting by implementing and maintaining effective methods and processes adapted to their activities in order to guarantee the non-introduction into the delivered product of counterfeit parts and materials.

5. PROTECTION OF INFORMATION AND ASSETS

NSE expects its Suppliers to respect the principles, recalled below:

- **Information protection**

In order to guarantee the information supply chain, NSE requires its suppliers to have ISO 27001 certification.

Otherwise, NSE may ask its suppliers to complete a questionnaire based on ISO 27001/27005 standards (questionnaire adapted to the information exchanged and the methods of exchange between the parties) in order to assess their level of security. In certain cases, additional audits may be initiated by NSE with its suppliers to verify the information, with the implementation of a remediation plan if necessary.

NSE suppliers adequately treat sensitive information of a confidential nature (business secrets, processes in particular). This information must not be used for any purpose other than the commercial purposes for which it was intended. Access to confidential information is strictly limited to only officially designated or authorized persons, or when this communication is required by law.

- **Protection of personal data**

NSE suppliers handle confidential data adequately. NSE may entrust data and/or provide access to its information system, in such a case NSE partners must comply with the security requirements that may be transmitted to them by NSE.

The data must also be processed in accordance with the European regulations in force.

- **Intellectual property**

NSE suppliers must comply with applicable laws regarding the assertion of intellectual property rights, including protection from disclosure, patents, copyrights and trademarks.

- **Data archiving**

NSE suppliers must produce reliable records and not modify any recorded data with the aim of concealing or distorting information. All records, regardless of format, produced or received as evidence of a business transaction, must reliably and completely describe the transaction. Records must be retained in accordance with applicable data retention requirements.

II/ THE CHARTER IS IMPERATIVE AND ITS APPLICATION CONTROLLED

1. CONTRACTUAL VALUE AND SCOPE OF APPLICATION OF THE CHARTER

This Charter has contractual value and applies to all orders placed by NSE with its Suppliers. Non-compliance with a clause of the Charter by one of NSE's Suppliers may result in a request for corrective action. In the absence of execution NSE may terminate the commercial relationship.

2. MONITORING AND REPORTING

NSE may carry out audits in order to monitor the application of this Charter.

Any NSE supplier who becomes aware of violations of the commitments set out in this Charter and the documents attached to it must, in addition to the possibility of contacting external authorities, report it in writing to the address:

signalements.ethique@nse-groupe.com



NSE RESPONSIBLE PURCHASING CHARTER - SUPPLIER COMMITMENT

I, the undersigned, Mr. or Mrs. (first name, last name),
acting as (specify the function)
for the company

- confirms having read the NSE Responsible Purchasing charter,
- undertake to respect it,
- ensures its transmission to all of my employees, suppliers and/or subcontractors in order to guarantee its correct application.

Date:

City:

Signature: