

## RESPONSIBLE PURCHASING CHARTER OF THE SILVADEC GROUP

Since its creation in 2001, the Silvadec Group has distinguished itself by its commitment to a sustainable business model, characterized by the implementation of local supply chains that are based on a circular economy system. Since 2014, we have been manufacturing our own main raw material from wood industry co-products (Silvadec Fibres). This commitment has resulted in numerous labels and certifications over the years: double ISO 14001-ISO 50001 certification, PEFC label, MORE label and OFG certification for deck boards.

*« We need to rethink our entire value chain if we are to build a resilient business model in a world facing unprecedented upheavals. Only a cooperative approach will enable us to better understand, measure and control our impact on the environment. »*

*Bénédicte Jézéquel, president and chief executive officer*

Since 2023, the Silvadec group has included this commitment in its Corporate Social Responsibility (CSR) policy and in its responsible purchasing policy: Based on the conviction that the economy, society and ecology are inseparable, we want to unite all our stakeholders (including our suppliers and subcontractors) in a dynamic of continuous improvement, so that together we can create ever more innovative products with ever higher social and environmental value, and which are a source of increased customer satisfaction. We don't avoid obstacles: we turn them into opportunities.



*Awarded Bretagne 26000 label and Ecovadis silver medal in 2023*

The present charter formalizes these principles with the ambition that it be implemented jointly by its employees, suppliers, and subcontractors, thus instituting a responsible and committed customer-supplier relationship. Silvadec encourages its stakeholders to commit to

- A CSR approach validated by obtaining labels, certifications, and standards.
- The implementation of appropriate management systems such as ISO 14001, ISO 50001 and ISO 9001.

## COMMITMENTS EXPECTED OF SUPPLIERS AND SUBCONTRACTORS

By adhering to this "Responsible Purchasing Charter", the supplier ensures that the following principles are respected, and that the same applies to its subcontractors.

### In the social and societal field

- Respect and promote among its subcontractors the principles of the United Nations Global Compact and the fundamental conventions of the International Labor Organization (ILO) on forced labor, child labor, freedom of association, discrimination and equal pay
- Implement the means necessary to ensure compliance with the principles set out in the ILO conventions in its supply chain, including in countries that are not signatories to these conventions, where the service provider or its subcontractors may be required to work
- Undertake to implement a strategy to support local, inclusive employment, guarantee respect for equal opportunities and combat discrimination
  - o Refrain from any form of discrimination or harassment
  - o Implement all necessary actions to promote equal professional treatment (gender diversity and equality between women and men)
  - o Work in partnership with SSE (social and solidarity-based economy) companies
- Develop management and working conditions that respect human dignity (in particular, prohibit all forms of harassment)
- Prohibit any form of work that could jeopardize health or safety
- Comply with legislation on working hours, remuneration, training and trade union rights
- Respect data confidentiality and protection (access, deletion, portability)
  - o Not to use or disclose sensitive and/or confidential information provided by Silvadec, even after commercial relations have been terminated
  - o Comply with current regulations applicable to the processing of personal data
  - o Make employees aware of good IT security and personal data protection practices

### In the environmental and biodiversity field

- Adhere to environmental protection principles:
  - o Precautionary principles, reducing pollution (water, air, noise, soil) and greenhouse gas emissions.
  - o Commitment to energy efficiency, which is one of the Purchasing Department's evaluation criteria.
  - o Limiting consumption of resources and energy by taking all useful initiatives, particularly in terms of the circular economy.
  - o Protection of biodiversity
- Implement measures contributing to environmental protection (environmental management system) and strive to minimize the negative environmental impacts generated by its products and services over the entire life cycle (design, production, transport, end-of-life, etc.), in line with the Paris Climate Agreement.

### In the ethical field

- Preventing conflicts of interest: in particular, the service provider must disclose any personal or financial interests or other links with a Silvadec Group employee that could interfere with its relations with Silvadec Group

- Refuse any illegal or unfair commercial practice
- Make available to its personnel, in connection with the relationship maintained with Silvadec and the duty of vigilance, the alert system deployed by the Silvadec group (<https://en.silvadec.com/silvadec/our-commitment/ethics-and-anti-corruption>) enabling them to report any serious breach of human rights and fundamental freedoms, personal health and safety, and the environment
- Be in compliance with its tax and social obligations, and make all the necessary declarations to this effect

### In the anti-corruption field

- Comply with all laws, regulations and international standards relating to the prevention of corruption
- Refrain from offering or soliciting, directly or indirectly, advantages, invitations or gifts, monetary or otherwise, with the aim of obtaining an undue advantage (contract, etc.)
- The acceptance of a gift or invitation by a Silvadec Group employee is expressly governed by our "Ethics Charter" policy, which can be found in the section of our website <https://en.silvadec.com/silvadec/our-commitment/ethics-and-anti-corruption>

### In the quality field

- Deliver products that comply with Silvadec's drawings, specifications, terms of reference and any initial samples that have been validated beforehand
- Provide the certificate of analysis or material origin for the batch delivered, as indicated in the specifications
- Deliver goods that comply in every respect with the requirements of the laws, regulations, and standards in force, particularly with regard to hygiene, safety and environmental protection, (ROHS, REACH...)

## SILVADEC'S COMMITMENTS TO SUPPLIERS AND SUBCONTRACTORS

- Develop sustainable and balanced business relationships, conducive to the effective combating and handling of risks and challenges in terms of human rights and fundamental freedoms, environmental protection and biodiversity (including forest biodiversity), occupational health and safety, corruption, competition law and business ethics
- As such, maintain a constructive dialogue with suppliers and subcontractors on their ability to meet their commitments, and contribute to a spirit of cooperation, to the development and monitoring of action plans
- To conduct business relations in accordance with the principles of honesty and fairness, and with applicable regulations on competition and the prohibition of corruption in commercial transactions
- Select suppliers and subcontractors according to a transparent, fair and impartial purchasing process
- Promote social and environmental clauses in invitations to tender, where possible, and give preference to candidates with the best CSR record
- Identify and avoid situations of economic dependence, and where necessary, support suppliers and subcontractors in their diversification.
- Sensitize and train buyers in responsible purchasing
- Provide suppliers and subcontractors with all the information needed to ensure the conformity and quality of the products/services supplied (exhaustive specifications, sending non-conformity reports as soon as they are detected, studying proposals for improvement, etc.)

## AUDITS AND EVALUATIONS

The supplier may be audited by Silvadec's Quality and/or Purchasing departments to demonstrate the proper implementation of this charter as part of the ongoing evaluation of our suppliers. In return, Silvadec undertakes to communicate the results to suppliers in a logic of continuous improvement.

## SIGNATURE

I, the undersigned

Company name: .....

Representative's name: .....

Representative's title: .....

Date: ..... / ..... / .....

Hereby confirm:

- I have received and fully understood Silvadec's Responsible Purchasing Charter.
- Undertake to abide by these principles, and that failure to do so may result in the alteration or even termination of the commercial relationship in the event of serious breach.
- Undertake to inform the ecosystem of direct partners about the nature of this charter and encourage them to follow these principles.

Signature: