

CHOMARAT

Ethical Charter Responsible purchasing



July 2022



1- SUBJECT

Looking to the future, the CHOMARAT Group is committed to responsible development, in harmony with its roots, its values, its environment and its vision.

CHOMARAT France is committed to respecting the principles of sustainable and responsible development, based on ethics, human capital development, health protection and environmental preservation.

We expect our suppliers, contractors and partners to adhere to these principles and share them with their own suppliers and subcontractors.

2- HUMAN RIGHTS AND WORKING CONDITIONS

CHOMARAT France ensures equality between men and women in terms of pay, internal promotion and access to training.

CHOMARAT France is committed to respecting the right of employees to exercise their freedom of association and to engage in constructive social dialogue.

CHOMARAT France undertakes to establish, for all its employees, without any discrimination, the same working, safety and social protection conditions.

CHOMARAT France is committed to maintaining a working environment in which the dignity of individuals is respected.

Within this framework, all forms of harassment are prohibited, in order to ensure an environment that allows for the protection and development of each individual.

Likewise, CHOMARAT France refrains from making children work, from forcing an employee into anything that could be likened to forced or compulsory labour, and undertakes to ensure that each person receives a decent wage, thus fighting against any form of slavery. CHOMARAT France ensures that these provisions are extended to its third parties.

3- HEALTH AND SAFETY

Ensuring the health and safety of its employees, of all the people present on its sites, and of the local population, remains a priority.

CHOMARAT France aims to achieve zero accidents:

- By deploying a continuous improvement process to identify, assess, reduce and prevent risks
- By implementing emergency plans and response procedures
- By raising awareness among employees
- By improving behaviour through training

If a supplier or subcontractor of CHOMARAT France carries out its activity on one of its sites, it must comply with the site's safety rules.

4- ENVIRONMENT

Aware of the environmental impact of its industrial activities, CHOMARAT France has implemented an environmental approach that aims to reduce this impact and its energy consumption. These challenges correspond, among others, to the objectives of the environmental and energy management programme, deployed within the framework of ISO 14001 and ISO 50001 certification.

CHOMARAT expects its suppliers to comply with all applicable environmental laws and regulations, and to adopt environmental practices that seek to:

- Reduce energy consumption and greenhouse gas emissions
- Preserve natural resources
- Manage and reduce waste
- Reduce water consumption
- Preserve and control air and water quality
- Engage in the responsible management of chemicals

CHOMARAT encourages its suppliers to implement environmental management systems based on international standards such as ISO 14001, ISO 50001 or similar.

5- BUSINESS INTEGRITY

CHOMARAT France is based on values including integrity, transparency and compliance with laws and regulations. In order to be an exemplary and responsible company, both in its internal relations and in its relations with all its external partners, CHOMARAT France has drawn up an Anti-Corruption Code of Conduct and requires all of its employees to apply this.

CHOMARAT's Anti-Corruption Code of Conduct is available on its website.

CHOMARAT France expects its suppliers and service providers to comply with the anti-corruption laws, directives and regulations in force in the countries where they carry out their activities.

6- PROTECTION OF ASSETS

CHOMARAT France owns assets that need to be protected. These assets consist of tangible goods (buildings, equipment, raw materials and products, etc.) and intangible goods (patents, know-how, technological data, commercial information, etc.).

Each supplier and service provider must ensure the preservation and proper use of the assets entrusted to them, as well as keeping confidential any information whose disclosure could harm CHOMARAT France.

Similarly, information of a sensitive nature coming from third parties related to CHOMARAT France must remain confidential.

CHOMARAT France requires its suppliers and service providers to respect the confidentiality of non-public information communicated to them. They shall also undertake to respect the regulations governing intellectual property rights and know-how.

7- PROTECTION OF PERSONAL DATA

CHOMARAT France undertakes to collect and process personal information in a fair and transparent manner, and to keep it secure and confidential in accordance with the regulations in force.

CHOMARAT France expects its suppliers and service providers to comply with the same regulations concerning the collection and use of personal data of its employees, customers and any other third party in relation with the company of which they have knowledge.

8- USE OF SOCIAL MEDIA

Suppliers and service providers may not refer to CHOMARAT on their website or social networks without express permission.

SUPPLIER COMMITMENT

The suppliers, service providers and subcontractors of CHOMARAT France recognise that the components of the responsible purchasing charter constitute the basis of their relationship with CHOMARAT France.

By signing this charter, CHOMARAT France requires its suppliers and service providers to respect the same principles as those set out above, and to implement the corresponding practices, including with their own suppliers and subcontractors.

They accept that CHOMARAT France may verify compliance with the above principles, by means of a questionnaire or an audit.

A serious or recurrent breach of this charter could put an end to the business relationship between the offending supplier and CHOMARAT France, without the supplier being able to claim any economic compensation linked to this commercial breach.

Company name :

Name and position of representative :

Place of signature:

Date of signature:/...../.....

Signature :



CHOMARAT

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