RESPONSIBLE PURCHASING Charter

As part of its sustainability commitment, the Rubis Group is dedicated to embedding sustainable development at the core of its strategy and operations.

For procurement, this commitment involves establishing long-term, equitable partnerships with reliable and responsible suppliers.

Our suppliers are expected to combine high-quality service, economic efficiency, and diligence in managing the social, environmental, and ethical impacts of their activities.

This document specifies the Group's expectations and commitments to suppliers. It aims to establish the foundations for a trusting and collaborative relationship between the Group and its suppliers in managing sustainability issues.

Our expectations

We expect our suppliers
to make the following commitments.

RESPECT THE PRINCIPLES OF THE RUBIS CODE OF ETHICS AND OUR 8 GOLDEN RULES (SEE NEXT PAGE)

These principles and golden rules aim to ensure respect for human rights, the environment, ethics, and regulations. They constitute binding expectations for all our suppliers.

DISCUSS SUSTAINABILITY ISSUES WITH US

Within a framework of trust and continuous improvement, suppliers are expected to provide information upon request regarding their environmental, social, and ethical practices.

IMPLEMENT AN ACTIVE SUSTAINABILITY MONITORING APPROACH

Take proportionate measures to identify, prevent, mitigate and address the impacts of thier activities on people and the environment, while ensuring rigorous monitoring.

INFORM THEIR EMPLOYEES ABOUT THE RUBIS INTEGRITY LINE

Ensure their employees are informed about the Rubis Integrity Line, a dedicated channel for voicing concerns regarding human rights, environmental standards, and compliance with regulations.

REPORT POTENTIAL RISKS AND MAINTAIN AN OPEN DIALOGUE

Report any situations involving risk or non-compliance with these commitments to their designated Group contact, fostering continuous improvement and reinforcing mutual trust.

Golden Rules

RESPONSIBLE PURCHASING Charter

In accordance with our Code of Ethics, we expect our suppliers to respect the following 8 golden rules.

PROVIDE A SAFE AND STIMULATING WORK ENVIRONMENT

1 Put health and safety first
Provide working conditions that ensure the health and safety of employees, local residents, and communities.

2 Fight discrimination and harassment
Strictly forbid any form of intimidation, physical or psychological abuse, and discrimination of any kind.

ACT WITH INTEGRITY

3 Comply with laws and regulations
Ensure compliance with all national and international laws and regulations applicable to their activities.

4 Prevent corruption and conflicts of interest
Fight against corruption in all its forms and avoid any conflict of interest.

5 Deliver fair competition
Comply with applicable antitrust and competition laws.

6 Reject all forms of fraud and protect confidential and/or personal information
Prevent and detect potential fraud while ensuring the protection of data.

CONDUCT OPERATIONS RESPONSIBLY

7 Respect human rights
Eliminate all forms of forced labor and child labor, recognize the right to freedom of association and the right to collective bargaining.

8 Reduce the negative impact of activities on the environment and communities
Protect the environment by minimizing the impact of activities (including greenhouse gas emissions, resource consumption, pollution, waste production, and harm to biodiversity).

Ensure the rights of communities are respected and foster open communication with their representatives.

Our commitments

RESPONSIBLE PURCHASING Charter

The Group adheres to the following principles in its engagements with suppliers.

Comply with Rubis' Code of Ethics and 8 golden rules (see previous page)
Promote and apply these principles and golden rules in our relationships with suppliers.

Promote our suppliers' sustainability approach
In our purchasing decisions, prioritize suppliers who adopt sustainable, ethical, and responsible practices that respect human rights and the environment.

Commit to continuous progress
Engage with suppliers to establish and apply corrective actions for sustainability challenges, where required.

Maintain balanced and collaborative relationships
Ensure reciprocal and balanced obligations for all parties in our purchasing contracts.

Encourage open and collaborative dialogue on all aspects of contractual relationships, including sustainability vigilance.

Adhere to payment terms
Comply with all contractual and legal payment timelines and take proactive steps to resolve any operational-related payment withholdings.

Select suppliers fairly
Award contracts based on predefined and transparent criteria, and prevent conflicts of interest.

Ensure confidentiality
Protect sensitive data (commercial, technical, financial, strategic, personal, etc.) against unauthorised disclosure.

RESPONSIBLE PURCHASING Charter