

Technicon Design Supplier Policy

TECHNICON Design expects its suppliers to provide quality goods and services in line with contractual requirements. The Company wants its suppliers to share its commitments for sustainable development in both their own activities and supply chain.

1 - Human Rights and Labour Standards

TECHNICON Design requires its suppliers to protect the rights of their employees and that they comply with international standards and legislation as well as applicable local regulations in the field of employment and industrial relations. Technicon therefore expects its business partners, their employees and supply chain to act responsibly and to agree to comply with the following requirements:

1.1 Human Rights

Suppliers undertake to comply with and promote international guidelines on human rights. In particular, they will ensure that they are not viewed as being complicit in violation of these fundamental rights.

1.2 Freedom of Association and the Right to Collective Bargaining

TECHNICON Design requires its suppliers to respect the freedom of association and the right to collective bargaining of their employees.

1.3 Child Labour and Forced Labour

As part of their activities, TECHNICON Design suppliers are required to refrain from using child labour, forced labour, slavery or forcing prisoners to work against their will.

1.4 Discrimination

TECHNICON Design requires its suppliers to eliminate all forms of discrimination on the basis of personal criteria such as: origin, sex, skin colour, nationality, sexual orientation, age, political or religious views, illness.

1.5 Health, Safety and Hygiene

TECHNICON Design requires its suppliers to comply with all applicable local legislation and regulations and that they take all the necessary measures in the field of health, safety, and hygiene in the workplace in order to prevent any possible accidents or occupational diseases.

1.6 Harassment and Violence

TECHNICON Design requires its suppliers to protect their employees against harassment, intimidation and violence in all forms in the workplace. TECHNICON Design expects its suppliers to treat its employees with respect and dignity.

2 - Environment

TECHNICON Design is committed to a voluntary approach to the responsible management of its activities and products, based on a sustainable and ongoing improvement process.

TECHNICON Design requires its suppliers to comply with the following principles:

2.1 Respect for the Environment

Suppliers comply with the applicable international legislation and standards as well as local regulations on the environment.

TECHNICON Design requires its suppliers to take the necessary measures to prevent, assess, mitigate and avoid the risks and impacts of their activities on the environment. In other words, they strive to reduce their direct and indirect environmental footprint by developing initiatives for greater environmental responsibility through the eco- design or the development and diffusion of environmentally-friendly Design.

Therefore, suppliers shall put in place effective and appropriate environmental rules.

2.2 Quality and Safety of Products and Services

Suppliers shall ensure that the products and services they provide meet all the applicable quality and safety standards. Their products and/or services do not contain any substances by the legislation and/or regulations applicable in the countries in which they operate and/or represent an unacceptable health or environmental risk.

3 – Business Integrity and Transparency

3.1 Competition Law

Suppliers shall carry out their activities in compliance with the competition laws applicable in the geographical areas in which they operate.

3.2 Prevention of Corruption

Suppliers shall comply with the international and national laws and regulations aimed at suppressing acts of corruption and money laundering. In their dealings with public or private entities, suppliers undertake not to make or solicit any payment, directly or indirectly, of any amount that would be improper and not due to be granted, directly or indirectly, improper advantages of any nature whatsoever for the purpose of obtaining a commercial advantage, contract, winning an invitation to tender or influencing any act of decision of TECHNICON Design or one of its employees.

3.3 Prevention of Conflicts of Interest

TECHNICON Design requires its suppliers to undertake to prevent and avoid any situation that may create conflicts of interest. Suppliers are required to declare to TECHNICON Design any potential conflicts of interest between personal interests of an employee and those of TECHNICON Design.

3.4 Gifts and Invitations

Suppliers undertake not to offer any gifts and/or invitations of disproportionate value that would have an effect of disturbing the neutrality in the decision-making of TECHNICON Design employees within the framework of business relations that bind them.

3.5 Trade Restrictions

Suppliers shall respect international trade law and comply with all trade restrictions imposed by international organisations or governments.

3.6 Confidentiality

Suppliers undertake to protect confidential information communicated by TECHNICON Design. They shall comply with their obligations of non-use and non-disclosure of this information to third-parties outside the contractual framework established with TECHNICON Design.

3.7 Transparency and Honesty

Suppliers undertake to communicate clear and sincere information to stakeholders and TECHNICON Design within the framework of business relations that bind them.

4 - Breach of the Code of Conduct

TECHNICON Design reserves the right to audit its suppliers so as to ensure that they comply with this Code or, in the case of violation by the latter, that they have taken the necessary corrective measures to comply with this Code.

Suppliers undertake to cooperation with the performance of such audits, which will be implemented according to the conditions to be agreed with TECHNICON Design.

In the event of serious and/or repeated failure of a supplier to comply with this Code, TECHNICON Design reserves the right to terminate any contract entered into with the said supplier, without prejudice to damages that may be

claimed by TECHNICON Design.