

Responsible Purchasing Charter



Faber committed to tomorrow



Preamble

At Faber we have strong values built around Respect: respect for people, respect for the environment, respect for our stakeholders, values that contribute to the sustainable development of our company, while seeking to preserve the world around us.

With this in mind, we are reaffirming our commitment as a Responsible Company focused on the ecological and social transition. In this context, we are incorporating CSR (Corporate Social Responsibility) issues at every level of our organisation and as a guiding principle of our general company policy.

We need these values of Respect, ethics and transparency to be shared throughout our supply chain, and we want you to join us in doing so.

This Charter aims to establish common practices in terms of governance, respect for human rights and environmental protection, while ensuring the economic development of our structures.

Therefore, as partners, by signing this Responsible Purchasing Charter, you undertake to respect the principles set out and to work actively with us to promote sustainable practices throughout our business relationship. We are convinced that this approach will strengthen our collaboration and contribute to building a better future for all.

We thank you in advance for your support and commitment to these shared values. Together, we can make a real difference in building a more sustainable and equitable world.



Fabrice BARBAISE
Director



Véronique VIOLETTE
Purchasing Manager

1) Our commitments to our partners



We define "partners" as all our suppliers, subcontractors, service providers, business partners, group companies, and associations with whom we have relationships related to our activities.

Our partners play a key role in Faber's growth and success. That's why it's important to remind everyone of the commitments we make through our purchasing team.

1.1) Independence, fight against corruption, and influence peddling

We refuse to accept any gratuities or gifts for personal use from our partners.

1.2) Confidentiality

We guarantee the confidentiality of non-public data relating to our partners and communicated during business relations with Faber.

1.3) Conflicts of interest

We must ensure that our personal activities and interests, whether direct or indirect, do not conflict with those of Faber. We must be able to make every decision objectively, in the best interests of the company.

A conflict of interest exists when an employee or a close relative (parents, friends, etc.) is likely to benefit personally from a transaction with Faber.

1.4) Competition, fairness and transparency

We treat our partners with honesty and respect, giving everyone the same opportunities both in the selection process for building our panel and in awarding contracts. We select our partners impartially based on predefined and transparent criteria. If a purchasing decision contradicts the application of these methods, the Purchasing Department reports the information to Management.

We seek to avoid any economic dependence that could jeopardise Faber or one of our partners.

1.5) Respect for regulations and compliance

We refrain from any act of counterfeiting, and we take a preventive approach to avoid using dubious suppliers.

1.6) Safe, quality products

We are committed to ensuring the safety and quality of our products at all times and in all places.

2) Commitments expected from our partners

The partner undertakes to comply with the laws and regulations in force in all the countries in which it carries on its business and in particular with the following points:

2.1) Social requirements and responsibilities



✓ Human rights and working conditions

We ask our partners to commit to respecting working conditions in accordance with the UDHR (Universal Declaration of Human Rights) and the ILO (International Labour Organisation) Declaration, and in particular the following points:

- No forced labour
- Not to employ children or persons under the minimum working age required by the legislation of the country concerned.
- Respect maximum working hours and pay at least the national or local legal minimum wage and enjoy statutory benefits.

✓ Health and safety

The partner undertakes to guarantee the safety of each employee, a safe and healthy working environment and to maintain an environment in which the dignity of individuals is respected, in particular:

- Workplaces must not present a health and safety risk for workers.
- If the equipment or products used are potentially dangerous, workers must be informed and trained in the prevention of risks associated with their use.
- The partner must provide its workers with appropriate protective clothing and equipment.
- Any form of corporal punishment, verbal or physical abuse or the threat of physical abuse, as well as any form of harassment, whether moral or sexual, is prohibited.
- Emergency exits must be signposted and easily accessible and usable, and alarm systems and fire extinguishers must be in working order and appropriate to the risks.
- Where necessary, workers must be guaranteed access to healthcare.

✓ Discrimination, diversity and equal opportunities

The partner must not make any distinction between people based on their social or ethnic origin, gender, age, marital status, sexual orientation, genetic characteristics, nationality, surname, political opinions, trade union activities, religious beliefs, physical appearance, health, disability or state of pregnancy.

It undertakes to provide its employees with equal treatment and equal opportunities and will prohibit any discrimination in recruitment, remuneration, access to training or promotion.

2.2) Ethical requirements



Partners must carry out their activities ethically, with integrity, fairness and honesty.

✓ Prevention and management of conflicts of interest

Our partners must ensure that their personal or financial interests do not conflict with Faber's interests. In the event of a potential conflict of interest, it is essential to inform Faber as soon as possible. By being transparent, we can prevent this from becoming an ethical issue.

✓ Antitrust law and fair competition

Our partners undertake to respect and comply fully with all regulations on fair competition applicable in the countries where they operate and/or where they sell their products. They shall refrain from practices such as market sharing, price fixing or abuse of a dominant position which have the effect of disadvantaging consumers, our suppliers and/or our competitors.

✓ Fighting corruption and influence peddling

Our partners must not, under any circumstances or in any way whatsoever, be involved in acts of corruption, extortion or embezzlement, or the payment of bribes in any form whatsoever. In particular, they must not, directly or indirectly, offer, promise, grant or solicit illicit payments or other undue advantages with a view to obtaining or retaining a contract or any other undue advantage.

✓ Confidentiality, intellectual property rights and data security

Each partner must respect the intellectual property rights and confidential information of third parties (suppliers, customers, distributors, subcontractors, etc.). They must also ensure the security of Faber information and Faber personal data.

✓ Financial approach

We expect every commercial and financial transaction not to be a cover for money laundering or the direct or indirect financing of terrorist activity.

2.3) Environmental requirements



The partner undertakes to ensure that its activities do not harm the environment.

✓ Environmental impact

The partner agrees to implement measures to reduce:

- The use of non-renewable resources (oil, natural gas, metals, etc.)
- Energy and water consumption
- Greenhouse gas emissions
- Environmental pollution (water, soil, air, etc.)
- Waste production

It also undertakes to develop, as far as possible, the use of RRM (Recycled Raw Materials) in its packaging, raw materials and more general purchases.

✓ Dangerous substances

The partner commits to complying with the prohibitions/restrictions on substances and materials required by various regulations. The partner must have processes in place to ensure regulatory monitoring in this area, guarantee that its products do not contain restricted or prohibited substances and promptly inform Faber of any imposed or voluntary changes regarding the composition or manufacturing of the delivered products.

Chemicals and other materials whose release into the environment constitutes a hazard are identified, labelled and managed to ensure that they are handled, used, transported, stored, recycled or reused, and disposed of safely and in compliance with current regulations.

2.4) Social requirements



We encourage our partners to participate actively and concretely in the economic and associative life of the area in which they are located by:

- Providing grants to local associations to support their development
- By accepting interns and/or apprentices to contribute to the training of young students from local schools.
- Encouraging disability-related initiatives

3) Whistleblowing mechanism



We encourage our suppliers and partners to share their concerns about situations or behaviour that run counter to these principles by using our dedicated e-mail address:

 alerte.faber@hellomoov.com

4) Partner Commitment Signature



We hereby confirm:

- That we have received and fully acknowledged Faber's Responsible Purchasing Charter.
- That we are committed to implementing these principles and confirm that Faber may verify their proper application through our interactions.
- That we will inform all our direct suppliers and subcontractors and encourage them to adhere to these same principles.

Date: / /

Company name:

Name:

Position within the company:

Signature:

Company stamp:



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