



Charter for Sustainable Purchasing

Context

Through their various activities, Crédit Mutuel-CM11 group's entities may have cause to use suppliers and/or service providers to assist their development in the French, European and international regions in which they are settled.

Crédit Mutuel-CM11 group's entities are responsible actors in the economic and environment ecosystem in which they operate, and they have established rules and practices in terms of purchasing that integrate environmental, ethical, compliance and safety issues. Crédit Mutuel-CM11 group's entities want to commit to and conduct business relationships with suppliers and/or service providers that are invested in social, environmental and governance issues. The group's entities aim to develop relations with suppliers and/or service providers that are based on respect, confidence and balance in trading relationships.

This Charter sets out all the commitments to be respected by suppliers and/or service providers that have entered into a contract with one or several entities of the Crédit Mutuel-CM11 group.

As part of this approach, Crédit Mutuel-CM11 group's entities request that their suppliers and/or service providers undertake to implement the best practices covered by this Charter and ensure that they are applied by their employees and sub-contractors.

1. Human rights

The supplier and/or service provider undertakes to respect human rights and fundamental freedoms, the health and safety of people, and the environment.

2. Labour rights

The supplier and/or service provider undertakes to respect the rights of employees as part of the activities carried out with Crédit Mutuel-CM11 group's entities, to respect the legal minimum age, to not use forced labour or any form of constraint or coercion, and to fight against child labour and any form of discrimination whatsoever.

The supplier and/or service provider undertakes to comply with laws and regulations applicable to salaries and working time, and to respect the freedom of trade unions.

The supplier and/or service provider undertakes to comply with laws and regulations applicable to the environment, to provide workers with a workplace environment that meets health and safety standards currently in force, and to not cause harm to the local environment.

The supplier and/or service provider undertakes not to use directly, or via an intermediary, illegal workers and to carry out the declarations that must be made to social welfare agencies, the tax administration and the labour inspectorate in accordance with the legal provisions in effect. The supplier and/or service provider undertakes notably to apply all measures regarding the fight against fraud of seconded workers and combatting illegal work. The supplier and/or service provider will send to Crédit Mutuel-CM11 group all the information required for it to meet its own legal obligations.

The supplier and/or service provider undertakes to provide these documents to Crédit Mutuel-CM11 group's entities, to one of its entities or to a third party mandated for this purpose.

3. Data protection

The supplier and/or service provider undertakes to respect legislation applicable to data protection and in particular to implement all measures necessary to ensure the security and confidentiality of information transmitted by Crédit Mutuel-CM11 group's entities.

4. Combating corruption

The supplier and/or service provider undertakes to have effective internal procedures in place to ensure that its activity complies with laws and regulations on combating corruption.

The supplier and/or service provider undertakes to not offer any gift or benefit that deviates from normal practices and in particular a leisure gift and/or invitation that does not fall within a professional context. The supplier and/or service provider undertakes to provide upon a simple request the list of gifts and enhanced benefits and beneficiaries.

5. Duty of care

In accordance with legal provisions, the supplier and the service provider may report shortcomings identified to Crédit Mutuel-CM11 group at the following address.

E-mail address: cm11-signalement@creditmutuel.fr

Postal address: Direction de la Conformité 34 rue du Wacken 67 000 Strasbourg.

REFERENCE TEXTS

Standards, conventions, initiatives or recommendations:

ILO conventions:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- United Nations Global Compact

French laws:

Law no. 2016-1691 of 9 December 2016 on transparency, the fight against corruption, and the modernisation of economic life
Law No. 2017-399 of March 27, 2017 on the duty of care of parent companies and ordering companies

The supplier/provider (company stamp/company name - address)

Represented by: authorised to
commit the company in his/her capacity of:

.....

Signed in on

Signature