

## Supplier's Charter

### General Principles

This charter is aimed at Cristal Union Group's suppliers, and therefore to all of their own suppliers who might have, within the framework of their activities, business links with the Cristal Union Group. It concerns also the suppliers of the commercial subsidiary Cristalco. Through this charter Cristal Union seeks to share its corporate values, in particular its sustainability approach, and give some guidelines for the daily use of these values.

### Cristal Union's Corporate Social Responsibility

Cristal Union Group has defined a CSR strategy, structured into 4 Commitments:

1. Bring sustainable solutions to customers,
2. Make sustainability a lever for industrial performance,
3. Develop the talents of the company,
4. Innovate at the heart of our territories.

Cristal Union is committed to a global sustainability approach including:

- Complying with Human rights.
- Improving Work Safety,
- Increasing customer satisfaction,
- Reducing the environmental impacts of its activities, including Carbon Footprint reduction,
- Increasing agricultural, industrial and economic performance, particularly energy consumption reduction,
- Complying with the rules of ethics

This corporate commitment is detailed inside Cristal Union's "code of behaviour", which is available through our website.

Cristal Union expects its suppliers to understand and share these values by committing to these values along with Cristal Union and bringing their potential contribution to this effort. This commitment starts by approving the present Charter and can be followed by the periodic communication of a specific progress plan.

### Safety

Work safety is Cristal Union's privileged value in its partnership with suppliers, particularly with industrial works contractors. Regarding Safety, Cristal Union considers that MASE, ISO 45 001 or other equivalent safety systems provide certification that proves the organization's performance and hence urges its suppliers to be accredited to one of them. Cristal Union further demands that within its plants all internal safety rules are respected by suppliers in addition to the applicable regulations. They also agree to report as soon as possible to Cristal Union or its subsidiaries any accidents or events that may have occurred on their sites.



## **Environmental preservation**

Since its creation, Cristal Union is committed to minimizing its impact on the environment as an essential part of its corporate responsibility.

Ambitious targets regarding the reduction of water consumption and greenhouse gas emissions are registered in Cristal Union's strategic policy and are applied in each site. Moreover, Cristal Union is engaged in a process of energy performance improvement.

Cristal Union expects from each of its suppliers a permanent support in its aim at protecting natural resources and implement the best available techniques in order to reduce as much as possible its impact on the environment and to optimize its own energetic performance. This support is expected also from all its carrier.

## **Ethics, Human Rights and Work Code**

Cristal Union applies the Ethical Trading Initiative Base Code within the framework of French regulations and its facilities are audited as per SMETA (Sedex Members Ethical Trade Audit) Practice Guidance. Links to these documents are available on Cristal Union's Internet website.

Suppliers must comply with:

- Regulations of the International Work Organisation and the Ethical Trading Initiative, especially regarding hidden, child or forced labour as well as rights to unionization and the elimination of discrimination.
- Ethical Trading rules, especially regarding the use any unfair practices in order to obtain a contract or attempt to obtain business information about a competitor.

## **Integrity**

Suppliers shall comply with all applicable regulations, notably regarding integrity, fight against money laundering and conflicts of interest aspects.

Within this framework, suppliers shall not provide or deliver, for any reason whatsoever, any free goods or services to the home of any member of Cristal Union's staff. Moreover, the participation of any member of Cristal's Union staff in special exhibitions or events (trips, meals ...) organised by suppliers may only be justified if it provides a further interest for the Cristal Union Group. Gifts or special presents are only acceptable by members of Cristal Union's staff if they are of little value.

The supplier must agree with this charter and shall comply with these conditions.

Supplier:

Represented by: Name, Signature