

# Agilité Solutions

## Supplier Code of Conduct

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#### 1. Purpose

This Supplier Code of Conduct (“Code”) states Agilité’s fundamental ethical and business conduct requirements for our suppliers.

Agilité SAS (“Agilité”) is firmly committed to conducting business with the highest integrity and in compliance with the law. We seek to promote the highest standards for ethics and business conduct wherever we operate. As a supplier of products and/or services to Agilité, your company (“Supplier”) is critical to our success. For Agilité to provide superior services in a responsible manner, we require the Supplier to comply with this Code.

This Code is not intended to be an exhaustive list of all requirements to be followed by the Supplier, but rather a high-level overview of such requirements. All references in this Code to “Laws” means all applicable laws, regulations, directives, rules, decrees, and governmental orders.

As a supplier, you must ensure that the practices and principles outlined in this Code are applied in your own supply chain.

We encourage our suppliers to engage in constructive dialogue with us regarding our Code and doing business together.

## 2. Compliance with Laws

Supplier must comply with all relevant laws relating to human rights, health, safety, environment, anti-bribery and corruption. Supplier must also adhere to good ethical practices as set out in our corporate “Code of Conduct”.

## 3. Labor and human rights

### Employment Practices

Supplier shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company-provided facilities.

### Human Trafficking, Slavery and the Right to Voluntary Labor

Suppliers shall not traffic persons or use any form of slave, forced, bonded, indentured, or prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government issued identification, passports, or work permits as a condition of employment.

Suppliers shall ensure that third-party agencies providing workers are compliant with the provisions of this Code and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.

#### Child Labor

Supplier will not engage in or condone the unlawful employment or exploitation of children in the workplace. Supplier will be committed to combating the exploitation of children, and therefore prohibit any use of child labor with any vendor, supplier or other third-party arrangements. Supplier will work to raise awareness internally of such exploitation and cooperate with law enforcement authorities to address any such instances of which Supplier becomes aware.

#### Working Hours and Wages

Supplier will comply with all Laws dealing with the wages Supplier pays its employees and the hours they work. As appropriate, Supplier's policy will be further defined at the regional and country level to prevent the exploitation of the local workforce. Supplier will be committed to be an ethical employer that strives to improve labor standards, respects its employees' contributions, and rewards them fairly.

#### Freedom of Association

Supplier will respect the rights of employees and comply with all Laws concerning freedom of association and collective bargaining.

#### 4. Health and Safety

Supplier and its subcontractors shall do everything in order to reduce the risk of injuries and to limit activities involving a health risk as much as and where possible. They shall implement a proactive accident reduction and prevention policy and invest in systems enabling them to identify and avoid any threat to the health and safety of their staff.

##### Occupational Safety

Suppliers are expected to have procedures in place to minimize potential safety hazards from chemical, biological or physical agents. Personal protective equipment shall be provided when appropriate. Workers shall not be disciplined for raising safety concerns. Suppliers will comply with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations will be obtained, maintained and kept up-to-date. Emergency plans and response procedures must be in place.

## 5. Responsible business behavior

We require our Suppliers to maintain the highest standards of corporate ethics and integrity and to comply with all applicable local laws, regulations, and procedures. Any form of bribery, corruption, extortion, embezzlement, money laundering, terrorist financing, facilitation of tax evasion, fraud or falsifications is prohibited.

## 6. Environment

Agilité is committed to sound stewardship and protection of the environment. We require our suppliers to comply with all applicable laws and regulations and Agilité's environmental policies and guidelines as a condition of conducting business with and on behalf of Agilité.

Our approach to the environment is governed by our Environmental Policy. We require our suppliers to be familiar with and contribute to these commitments.

### Waste and Emissions

Suppliers shall ensure the safe and compliant handling, storage, transportation, disposal, recycling, reuse and management of waste, air emissions and wastewater discharges. Any activity that has the potential to adversely impact human or environmental health shall be appropriately managed, measured and controlled. The release of hazardous substances shall be minimized. Special attention shall be given to active ingredients. Suppliers shall prevent or mitigate accidental spills and fugitive emissions of hazardous materials.

### Natural Resource Conservation and Climate Protection

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Suppliers shall use natural resources (e.g. water, sources of energy, raw materials) in an economical way and preserve them. To ensure the conservation of renewable natural resources, suppliers shall promote the application of broadly recognized sustainability standards and certifications that have been developed by multiple stakeholders. Negative impacts on the environment and climate caused by the suppliers or in their supply chain shall be minimized or eliminated at their source.

Practices are encouraged to be in line with circular economy principles such as material reduction, substitution, collection, sharing, maintenance, reuse, redistribution, refurbishment, remanufacturing and recycling. Suppliers shall engage in the development and use of environmentally and climate-friendly products, processes and technologies.

Suppliers shall ensure and demonstrate continuous environmental improvements, including a reduction in raw materials, energy, emissions, discharges, noise, waste, hazardous substances and reliance on natural resources, by means of clear targets and improvement policies.

## 7. General Terms

If this Code conflicts with the terms of any Supplier contract with Agilité, and the contract term is more restrictive than this Code, the Supplier must comply with the more restrictive term of the contract.

For questions or concerns about this Code, including its application to specific circumstances in connection with your organization's performance of work for Agilité, or to report any suspected violations of this Code, please contact us immediately at [info@agilitesolutions.com](mailto:info@agilitesolutions.com).

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Version :	
Date Issued :	
Date Approved :	