

## Ethics and Sustainable Development Charter

Solocal Group and its subsidiaries (hereafter together referred to as "Solocal") wish to work with a network of trusted partners, service providers and suppliers (hereafter together referred to as "Partner(s)") who share their values and principles, particularly their **ethical principles** (**Transparency, Respect, Integrity and Trust**) referred to in this Ethics and Sustainable Development Charter, which is part of its group's sustainable development approach.

To this end, Solocal Group is a signatory of the **United Nations Global Compact**, which encourages companies to promote ethical practices and fundamental values in their activities. Solocal Group thus undertakes to respect these **10** universally accepted **fundamental principles** below (relating to international texts and conventions on human rights, working conditions, the environment and the fight against corruption) and to ensure that its Partners also respect them.

**Human Rights** - Solocal's Partners must respect the principles defended by the Global Compact for the protection of human rights (**Universal Declaration of Human Rights of 1948**) namely:

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** make sure that they are not complicit in human rights abuses.

**Working conditions** - Partners must respect the principles promoted by the Global Compact with regard to working conditions:

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** the elimination of all forms of forced and compulsory labour.
- **Principle 5:** the effective abolition of child labour.
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Partners must also respect the principles upheld by the International Labour Organisation (ILO) and in particular the 8 fundamental conventions referred to below, namely:

- **Child labor.** The minimum working age shall comply with the legislation in force in the country where the Partners operate and shall in no case be less than 15 years, whatever the type of activity. The minimum age for admission to any type of employment or work which, by its nature or the conditions under which it is carried out, is likely to jeopardize the health, safety or morals of adolescents, shall not be less than 18 years.
- **Imprisonment, forced labor, slavery.** Partners undertake not to collaborate with third parties (service providers, partners, subcontractors...) who submit their employees to forced labour, servitude or slavery or who work with prisoners is prohibited, and/or that make retention of identity papers, passports, training certificates, work permits or any other such document. Solocal outlaws all such behavior.
- **Undeclared work.** Partners undertake not to resort to undeclared and/or clandestine work and to respect the labor regulations in force in the country where they operate. Particularly, Partners undertake to fulfil all their obligations about the declarations made to the administrative, social and tax authorities, as provided for in the country concerned.
- **Sanctions, mistreatment, harassment.** All Partner's employees must be treated with dignity and respect. Any form of inhuman treatment or physical, psychological, sexual or verbal harassment, physical or mental coercion or corporal punishment, is prohibited.
- **Prohibition of discrimination.** Partners undertake to refrain from any discrimination based on sex, religion, ethnic origin, nationality, marital status, political convictions or sexual orientation, whether in connection with employment, remuneration, the right to additional services and training, promotion, sanctions or dismissal, and to promote equal opportunities.
- **Wages and benefits.** Partners must pay their employees appropriately by paying the social security contributions in force, and by paying the minimum wage applicable in their country concerned.

- **Work Time.** The maximum weekly work time, rest days and breaks must correspond to the legal provisions in force in the country where they operate. Generally, working hours are a maximum of 60 hours per week with a minimum of one day off per week.
- **Freedom of speech and association.** Partners shall ensure that their employees are able to communicate freely with their hierarchy regarding their working conditions, remuneration etc. without fear of reprisals, intimidation or harassment. Employees must have the freedom to belong to the union or workers' association of their choice.

**Health and Safety** - Partners must provide a safe and healthy work environment for their employees. They must take preventive measures against any accidents/injuries and occupational diseases. Access to safe drinking water and sanitation facilities must be guaranteed.

**Environment** - Partners have to do everything they can to respect the principles defended by the Global Compact on the environment (**Rio Convention on the Environment of June 1992**) namely:

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Partners must also respect the rules below:

- **Legal and regulatory compliance.** Partners comply with the environmental protection laws and regulations in force in the countries where they operate. Partners are in possession of all certificates and/or authorizations required by law to operate their sites and are in compliance with their requirements. Environmental reports are prepared in accordance with legal and regulatory requirements.
- **Management of resources.** Partners have to do everything they can to reduce their consumption of energy, water and non-renewable natural resources, and in general to reduce the environmental impact of their activities.

**Ethics** - Solocal only works with companies that are against any form of corruption or granting of privileges in order to obtain tenders or contracts. Therefore, Partners refrain from offering Solocal employees any money, donations, loans, discounts and/or objects of value, in particular with a view to obtaining undue advantages. Partners must respect the principles defended by the Global Compact in terms of preventing and combating corruption (**Convention on Corruption of Merida of December 2003**), namely:

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

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This Charter comes into force on the day of entering into a business relationship with Solocal and for the entire duration of this relationship. **It commits Solocal's Partners to ensure that the fundamental principles set out in it are respected in all their activities and sites throughout the world. Partners must therefore ensure that these principles and values are respected and promoted among their own partners, service providers and/or subcontractors, and to act at all times in accordance with Solocal's ethical principles.**

Non-compliance with these Charter, with these fundamental values and principles, may lead Solocal to ask the Partners to implement corrective measures and/or to terminate the business relationship with them, without prejudice of any kind to Solocal.

**May 18, 2020**