



Supplier Code of Conduct  
ARESIA

Reference: CGA 1  
Revision: -  
Language: EN

ARESIA adheres to the highest standards in conducting its business with a special focus on respect for human rights, social rights, and environmental protection. The company therefore fully expects each of its suppliers, their parent company, affiliated entities, employees as well as subcontractors and suppliers to the suppliers, and any person engaged in a business relationship with the company, hereinafter referred to as the "Suppliers", to uphold the principles set forth in this "Supplier Code of Conduct".

**COMPLIANCE WITH LAWS AND REGULATIONS** Suppliers to the ARESIA Group shall undertake to comply with all applicable laws, regulations, and international treaties. These include in particular: human, labour, and social rights; respect for the environment; business ethics, in particular the fight against corruption (SAPIN 2); along with respect for competition law and international trade rules.

#### **ETHICAL BUSINESS PRACTICES**

Suppliers to the ARESIA Group undertake to respect the principles of the prevention of conflicts of interest and the fight against corruption defined in the ARESIA Group's Ethics Charter. Therefore, ARESIA requires its Suppliers to comply with all applicable international trade regulations, in particular export controls, embargoes, and sanctions, and to disclose any restrictions that may be imposed on the export or re-export of their supply of products or services. ARESIA requests its Suppliers to identify any portion of the delivery or services subject to export regulations at the time of signing a contract or receiving an order, to amend this information in the event of a change in export regulations or classifications, and to provide ARESIA with all information regarding applicable export regulations. Suppliers shall ensure that the source and chain of custody of certain minerals such as tantalum, tin, tungsten, and gold used in manufacturing products supplied to ARESIA are identified to the fullest extent possible. These control measures shall be made available to ARESIA upon request. **Compliance with competition law:** ARESIA further requests its Suppliers to strictly comply with the laws of fair-trade practices and applicable competition laws in the countries in which they operate, prohibiting agreements or arrangements that may restrict or distort competition or trade. In particular, the following are prohibited: price fixing, manipulation of tendering procedures, allocation of markets, territories, or clients between competitors, as well as boycotting or unequal treatment of certain clients or suppliers without valid justification. In addition, exchanging or disclosing commercially sensitive information pertaining to competitors, clients, or suppliers is strictly prohibited.

**HUMAN, LABOUR, AND SOCIAL RIGHTS** ARESIA requires its suppliers to promote and respect the protection of the law relating to human rights; not to be complicit in human rights abuses; to respect the freedom of association and recognise the right to collective bargaining; to contribute to eliminating all forms of forced and compulsory labour, including forced labour by prisoners; and to contribute to the effective abolition of child labour. The minimum age of employment for workers should not be lower than the age at which compulsory schooling ends, according to the applicable law. Suppliers are expected to contribute to eliminating discrimination in employment and occupation, and to ensure that all their employees work in an environment free from any form of harassment. ARESIA's Suppliers undertake to apply the laws and regulations relating to protecting the health and safety of their employees. Suppliers undertake to implement and maintain an occupational health and safety policy or, where applicable, a safety management system. Each Supplier shall also agree to monitor the number of accidents resulting in time off work.

**RESPECT FOR THE ENVIRONMENT** ARESIA strives to contribute to a more sustainable and environmentally friendly world as well as to the preservation of natural resources. Consequently, ARESIA expects its Suppliers to contribute to such efforts and commitments by complying with the relevant environmental protection regulations and by identifying their societal and environmental risks. Accordingly, ARESIA's Suppliers agree to safeguard natural resources and biodiversity. They undertake to structure their activities and supply chain in such a way as to avoid or minimise negative environmental impacts such as greenhouse gas emissions, pollutants, waste, and the like, while striving to improve their products, processes, and services to become more environmentally friendly.

**COMPLIANCE WITH THE CODE OF CONDUCT BY ARESIA'S SUPPLIERS AND AUDITS** Suppliers shall ensure that their own suppliers and subcontractors comply with the principles of this Code. ARESIA reserves the right to verify compliance with these principles among its Suppliers by means of a questionnaire or an audit conducted by either ARESIA or a third party. If a Supplier fails to comply with the terms & conditions set out in this Code of Conduct, ARESIA reserves the right to terminate the Contract with the Supplier.