

Preamble

Acting responsibly in all its areas is of the essence for Axens.

To formalize this approach, Axens has signed the United Nations Global Compact, an initiative whose 10 founding principles concern Human Rights, Labour, Environment and Anti- corruption.

Given the importance of its purchases, it is essential for Axens to involve its suppliers and subcontractors to meet these principles in the following fields: Environment and Energy, Human Rights and Health and Safety at work, Ethics and compliance with regulations.

Therefore, Axens requests its suppliers to take note of the present code and to comply with the expectations expressed in each chapter.

Adherence to this code of conduct is considered as an important element in the Suppliers' selection and performance evaluation.

This compliance must be formalized by the supplier's signature at the end of the document.

Environmental Protection and Energy Use

Axens is committed to protecting the environment and optimizing its energy consumption.

Axens is ISO 14001 and ISO 50001 certified. These standards guide us in managing our environmental and energy performance.

Axens encourages its suppliers, to take into consideration the following, if applicable to their activities:

- Compliance with environmental regulations related to the activities, products and/or services provided by the supplier,
- Optimized use of natural resources (raw materials, water...) and energy (electricity, gas...),
- Actions to limit the impact on the environment (atmospheric emissions, liquid effluents, waste, travel, etc.),
- Reduction, reuse and recycling of products, metals and materials related to the activities.

Axens wishes to share its best practices with its suppliers and carry out joint actions to mutually improve our environmental performance.

Axens encourages all suppliers to implement a life cycle analysis of their activities, products and/or services in order to identify and implement actions to reduce their environmental impacts and energy consumption.

Human Rights, Health and Safety at Work

Axens is committed to meeting the principles of the United Nations Universal Declaration of Human Rights in respect to its employees and stakeholders.

Consequently, Axens also expects its suppliers to meet the following principles in particular:

- Freedom and equal rights for men and women,
- Combatting slavery,
- The right for fair and satisfactory working conditions,

- The right for a remuneration allowing employees to live with dignity and meet the needs of their families,
- The right for education,
- Child protection rights,
- Absence of discrimination based on gender, age, religious beliefs, disability, ethnicity, sexual orientation, political persuasions or trade union membership.

Axens is committed to protecting its employees in terms of health and safety by being ISO 45001 certified. As a result, Axens requires its suppliers to implement appropriate actions to prevent occupational hazards, and to respond effectively to incidents that may occur in the course of their operations.

Ethics and Compliance with Regulations

Axens is committed to conducting its business with suppliers and subcontractors in compliance with laws and regulations that protect integrity and fairness in the marketplace.

Axens undertakes not to participate in illegal activities and to fight against fraud and any form of corruption (bribery, illegal commission, influence peddling, money laundering, conflict of interests...).

To this end, Axens has published a Code of Integrity available to its employees in order to guide them and enable them to act responsibly if an abnormal situation arises in the context of our business relations.

Axens has set up mandatory trainings and an alert procedure enabling its employees to report any ethical malfunction. Axens s'engage à mener ses affaires avec ses fournisseurs et sous-traitants dans le respect des lois et réglementations qui protègent l'intégrité et l'équité sur les marchés.

Axens expects its suppliers to conduct their activities in an ethical and fair manner and in full compliance with the regulations applicable to their activities.

Axens is committed to protecting sensitive and confidential information related to its activities, as well as personal data. Consequently, Axens requests its suppliers to ensure efficiently the protection of the data that Axens may entrust them.



Jean Sentenac,
Chairman & CEO



Alain Lecarpentier,
Purchasing Director

Axens requests you to adhere to the above principles by formalizing your commitment with the signature of your company's management.

In this case, you confirm your agreement with Axens' request to evaluate the effective application of these principles in your activities.

Supplier's name:

Supplier Representative Name:

Title of supplier's representative¹:

Date:

Signature / Company stamp:

¹ CEO, Legal Director, Chief Compliance Officer