



# Suppliers Code of Conduct

**Axens**  
Powering integrated solutions

## 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, Labor, 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, Compliance and Cybersecurity.

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.



# 1 Environmental Protection and Energy Use

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

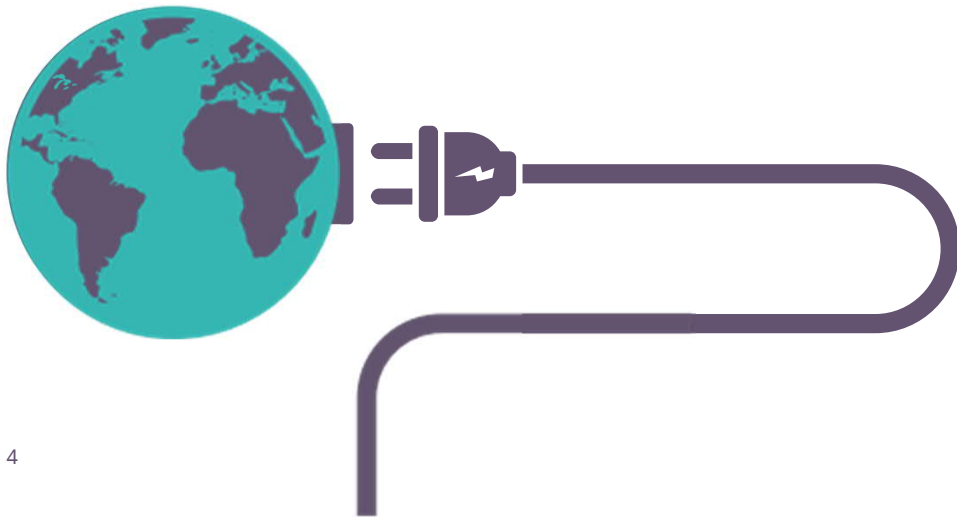
Axens is **ISO 14001** and **ISO 50001** certified. These standards guide us in managing our environmental and energy performance.

Axens encourages its suppliers, to take into consideration the following points, 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, etc.) and energy (electricity, gas, etc.),
- 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.



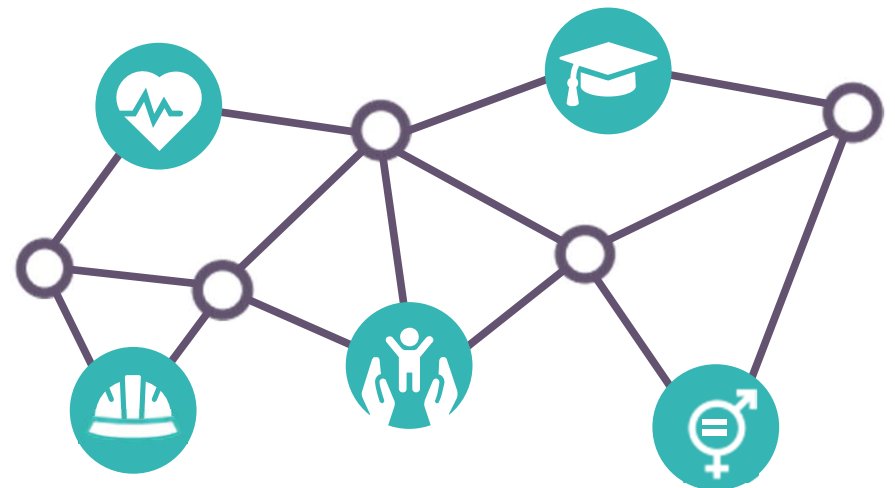
# 2 Human Rights, Health and Safety at Work

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.



## 3 Ethics, Compliance and Cybersecurity

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, etc.).

**Axens is committed to ensuring the security of its information and that of third parties entrusted to it.**

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 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 maintaining a robust cybersecurity posture to protect sensitive and confidential information related to its activities, as well as personal data.

Consequently, Axens requests its suppliers to adopt a mature and responsible approach to cybersecurity. This includes:

- Implementing strong security measures to protect data entrusted by Axens,
- Training employees on cybersecurity awareness to prevent breaches and data leaks,
- Reporting any cybersecurity incidents promptly to Axens to mitigate potential impacts.

By adhering to these principles, suppliers contribute to a secure and trustworthy partnership with Axens.

Quentin Debuisschert,  
Axens Chairman & CEO

Michael Roussel,  
Axens Global Purchasing Director

## 4 Supplier Form

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:

Job Title of Supplier's Representative (*CEO, Legal Director, Chief Compliance Officer*):

Date:

Signature/Company Stamp:

OIL REFINING



PETROCHEMICALS



NATURAL GAS



BIOGAS & LANDFILL



CARBON CAPTURE,  
UTILIZATION & STORAGE



LOW CARBON  
HYDROGEN



RENEWABLE,  
LOW-CARBON FUELS  
& BIO-BASED CHEMICALS



CIRCULAR RESOURCES



WATER TREATMENT



AIR TREATMENT

