

ETHICAL AND RESPONSIBLE PURCHASING CHARTER

2024.01



EQUASENS

Technology for a more human experience

INTRODUCTION

Chief Executive Officer of EQUASENS



The introduction of an Ethical and Responsible Purchasing Charter reflects the Group's commitment to sustainable purchasing practices. In a world where social and environmental issues are becoming increasingly significant, it is essential that our company takes concrete steps to ensure that our procurement processes meet high ethical standards.

This charter has been drawn up to promote transparency, integrity and respect for human rights throughout our supply chain. It sets out clear principles that we must all follow, particularly in terms of selecting our suppliers, complying with environmental standards and fighting corruption.

Together, we can make a difference and contribute to a more responsible future for our company and for society as a whole.

Denis SUPPLISSON

Chief Executive Officer of EQUASENS

A word from the Chairman

As a healthcare cooperative, our business model is entirely focused on creating economic and social value with and for all our stakeholders: employees, cooperative members, customers, partners, and, at the heart of our concerns, patients and healthcare systems. Our ambition is driven by our *raison d'être*: to preserve and improve healthcare, by providing humane and effective medical and paramedical care for all, while maintaining the conditions for a viable and efficient healthcare system.

This Charter is intended to demonstrate our desire to involve our partners, suppliers and service providers in our commitment to the sustainability of our activities.

It also sets our expectations for all our business partners and their value chains (suppliers, service providers, direct and indirect subcontractors).

We believe that it is based on these principles and commitments that our relationships can remain sustainable and balanced.



Dominique PAUTRAT

Chairman of the Executive Board of The Welcoop Cooperative

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INTRODUCTION

To whom this charter applies

Through its ambition for a viable and efficient healthcare system, EQUASENS and, therefore, its partners bear a significant responsibility.

Accordingly, we would ask each Partner to comply with the principles and commitments of this Ethical and Responsible Purchasing Charter and to also ensure that their partners involved in the entire value chain, regardless of their location, comply with them.

Adherence to the Charter

By signing this charter, the Partner pledges to:

- Respect these principles and commitments.
- Ensure that all its suppliers, service providers and subcontractors throughout its value chain are also able to respect these principles and commitments, and to put in place all necessary measures to control them (EQUASENS and its subsidiaries reserve the right to request any necessary proof). EQUASENS also reserves the right, upon request and at its own expense, to audit the Partner's compliance with its commitments.
- Inform EQUASENS immediately of any breach of these principles and commitments, and to propose an action plan to remedy the situation as quickly as possible.

Consequences of non-compliance with the Charter

Repeated failure by the Partner to comply with the principles and commitments associated with this Charter, without any proposed action plan, may constitute grounds for termination of the commercial relationship.

Reporting non-compliance with the Charter

If the Partner witnesses actions or behaviour by our employees that are contrary to the principles and commitments of the Charter, the Partner may report the breach to us either via the alert procedures in place and available on the website of La Coopérative WELCOOP (the Group's reference shareholder) [Lancement alerte.indd \(lacooperativewelcoop.com\)](#), or by contacting EQUASENS **directly** by consulting the procedure available on its website or the EQUASENS ethics managers: ethic-officers@equasens.com

ETHICAL COMMITMENTS

Due to its status and sector of activity, EQUASENS and its subsidiaries position themselves as committed, **responsible, and ethical players** in each of their strategies and actions.

- Committed to their cooperative members and, more generally, to their customers through their social missions.
- Responsible and ethical in their dealings with their stakeholders.

The Partner pledges to :

1.1 Promote sustainable business relationships

By favouring balanced and lasting relationships with its suppliers and subcontractors, including small and medium-sized companies.

1.2 Avoid corruption, influence peddling and conflicts of interest

By conducting its business in accordance with the principles of honesty and fairness and with applicable anti-corruption laws and regulations and **reject all forms of corruption** in the conduct of its business.

In particular, the negotiation and performance of contracts must not give rise to behaviour or facts that could be classified as corruption, trading in influence, or related, similar or equivalent offences, both within the meaning of French criminal law and within the meaning of applicable regulations.

The Partner pledges to declare any conflict of interest or any situation resembling a conflict of interest in which it is involved or may become aware of.

1.3 Respect the rules of competition

By conducting its activities in compliance with the laws and regulations applicable to competition law. The Partner undertakes to **promote and preserve healthy and effective competition** in all matters. In particular, the Partner must not solicit or transmit any information of which the disclosure would constitute an infringement of competition law.

1.4 Comply with all regulations specific to their activities

Including:

- **The regulations and best practices in pharmaceuticals** and healthcare for the relevant companies.
- All **tax regulations**, particularly ensuring procedures are in place to prevent tax evasion.
- All **regulations regarding economic sanctions**, including export and import controls, embargoes, and other restrictions (taxes, quotas, asset freezes, etc.). The Partner guarantees that they will disclose any sanctions they are currently subject to or may be subject to in the future.

1.5 Ensuring the security and confidentiality of information in terms of availability, integrity, confidentiality and traceability

In particular:

- **Management of alleged sensitive information :**

The Partner must not, under any circumstances, use any proprietary or confidential information received as part of their business relations with EQUASENS and its subsidiaries, unless prior consent has been given by the latter. Sensitive information includes, in particular, all intellectual property rights and privileged information. The partner commits to handling all personal data of EQUASENS employees and its subsidiaries, communicated in the course of business relations, in strict compliance with the applicable European Data Protection Regulation.

- **Data security :**

The Partner commits to implementing a secure IT system to prevent cyber attacks or potential data breaches and to ensure business continuity, with a security level in line with current best practices and industry standards.

If EQUASENS and its subsidiaries grant access to their IT system, the Partner agrees to comply with the IT Charter established by them. In all cases, the Partner must adhere to the security requirements that may be communicated by EQUASENS and its subsidiaries.

Some activities of EQUASENS and its subsidiaries are subject to specific certifications and regulations, including requirements related to information security. Consequently, EQUASENS and its subsidiaries may require proof that the Partner has properly addressed cybersecurity risks. In all cases, the Partner agrees to cooperate transparently in the event of a cybersecurity incident.

SOCIAL COMMITMENTS

Human factor is one of the pillars of value creation at EQUASENS and its subsidiaries. Therefore, being attractive through a strong employer brand and a company culture that brings meaning and pride, having a learning organization that ensures the necessary current and future key skills, safeguarding the health and safety of employees, and promoting equal opportunities, diversity, and inclusion are essential policies to protect this capital.

EQUASENS and its subsidiaries wish to share this vision with the Partner, expecting the latter to commit, throughout their supply chains, to :

2.1 Respect and ensure the protection of human rights and the International Labour Organisation (ILO)

In accordance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Including :

- **Child Labor**

The Partner commits not to employ individuals who have not reached the minimum legal working age in the country where the work is performed, in accordance with the Convention on the Rights of the Child (Article 32). This age must comply with the principles defined by the ILO.

- **Forced Labor**

The Partner commits not to use forced or compulsory labor as defined in ILO conventions, meaning any work or service demanded from an individual under the threat of any penalty and for which the individual has not offered themselves voluntarily. The Partner complies with local legislation regarding the fight against modern slavery.

- **Discrimination**

The Partner commits not to engage in any distinction, exclusion, or preference based on color, gender, religion, political opinion, national ancestry, or social origin that would destroy or alter equality of opportunity or treatment in employment or profession. The Partner complies with local legislation regarding the employment of disabled persons and all forms of discrimination.

- **Concealed Work**

The Partner commits never to resort to illegal, undocumented labor, or any other form of undeclared work in any host country and will ensure that guidelines are issued to this effect.

2.2 Promote the health and safety of its employees

By:

- **Refusing degrading practices within the company**, such as physical abuse, moral and sexual harassment, and work under coercion or threat.
- Taking the necessary steps **to ensure that every employee is treated with respect and dignity**.
- Promoting the right to privacy by **balancing personal and professional life and protecting personal data**.
- Requiring each of its managers to alert human resources to stop any situation of moral and/or sexual harassment that they become aware of.
- **Exercising vigilant control** over its suppliers and subcontractors who might resort to any form of forced labor, whether under threat or coercion. If such a situation is discovered with any of its providers, the Partner must immediately cease all relations with them.
- **Complying with local legislation** regarding working hours, including overtime. In the absence of national laws, ILO standards must apply.
- Committing to pay its employees a decent wage that meets the essential needs of the worker and their family (food, housing, transportation, children's education, healthcare costs, etc.).
- Regularly **paying employees** their salaries and clearly informing them of their remuneration conditions.
- **Promoting social dialogue and respecting workers' rights** to freedom of association and collective bargaining. Workers are particularly free to join or not join any association of their choice.
- **Ensuring legal hygiene and safety conditions** in the workplace by regularly checking the compliance of its facilities.
- Ensuring that its activities do not harm the health and safety of its personnel, subcontractors, other parties involved in the operation, neighboring communities, and users of its products.

2.3 Develop the skills and employability of its employees

By:

- Complying with local legislation regarding individualized monitoring of its employees.
- Offering regular skill development initiatives for employees.

2.4 Promote equal opportunities, diversity and inclusion

By:

- Implementing **commitments to diversity** (e.g., equal treatment between women and men) and inclusion (e.g., promoting employment and training for people with disabilities).
- **Combatting all forms of precarity**.

ENVIRONMENTAL COMMITMENTS

As part of the sustainability of their actions, and more generally for a more sustainable healthcare system, EQUASENS and its subsidiaries seek **to reduce their impact on the environment by preserving biodiversity, water, and by reducing their carbon footprint**, as well as taking environmental changes into account in their activities.

EQUASENS and its subsidiaries are therefore focusing their environmental policies on 2 areas :

3.1 Limiting its impact on biodiversity and water

Integrating its impact on biodiversity and water into the development of its activities is a major challenge, as it helps address **constraints and risks** (regulatory, reputational, liability, market, and financial), but it is also a source of innovation and opportunities.

The Partner pledges to :

- Taking **biodiversity preservation** into account when establishing its sites.
- **Limiting its water withdrawals, consumption, and discharges.**
- **Protecting nature, combating the depletion of natural resources**, implementing sound management of waste and toxic substances, and promoting these actions within its sites as well as throughout its entire value chain.

3.2 Reducing its carbon footprint

EQUASENS and its subsidiaries are committed to assessing their carbon footprint in order to define action plans aimed at reducing emissions.

The Partner pledges to :

- **Implement a carbon emissions** assessment across all its activities (including direct and indirect emissions related to its operations and those of its value chain).
- **Define a trajectory for reducing its emissions** by involving its entire supply chain.
- Provide EQUASENS and its subsidiaries with all information necessary for them to establish and update their assessments.
- Support EQUASENS and its subsidiaries in implementing solutions aimed **at aimed at reducing their emissions** (promoting eco-design, circular economy, short supply chains, etc.).
- Comply with all **environmental regulations**.
- Reduce waste and optimize its collection and recycling.

By signing this Charter, the company

(COMPANY NAME)

represented by Mr./Mrs.

in their capacity as

a partner of

(EQUASENS COMPANY NAME):

- Confirms that the principles and commitments of this charter are well understood.
- Undertakes to comply with the principles and commitments set out in the charter.

At....., on

SIGNATURE

COMPANY STAMP