

Suppliers and subcontractors relation CHARTER



2023

Preamble

the Group has committed to sustainable development by putting it at the heart of its business definition when adopting a Purpose in 2022:

«Our company purpose is to advocate that everyone (municipalities, industries, citizens, farmers, NGOs, and civil society as a whole) gives water the value it deserves. Beyond our initial business – that of providing an adequate supply and responsible treatment of high quality water – we are committed to act and convince others so that together we can invest to save water, and invent new models to preserve the most precious resource on our planet.»

This Supplier Relationship Charter is intended for all suppliers, subcontractors and service providers (hereinafter referred to as "Supplier(s)") with whom Saur has established a commercial relationship. It formalises Saur's vision of the terms and conditions of its business relationships, recalls the commitments expected by the Group, particularly in terms of Sustainable Development, as well as Saur's commitments as a principal.

Saur recognises that its suppliers play a major role in the company's overall vision of sustainable performance and are essential to the long-term success of the Saur Group.

Saur's ambition in implementing this charter is to:

1. Align Purchasing and Supply Chain strategy and objectives with the company's project.
2. Ensure that the product or service is available at the right price, in the right place, at the right time.
3. Encourage the development of innovative solutions.
4. Promote and develop long-term business relationships, based on the principles of impartiality, fairness, loyalty, good faith and respect for people and the environment.
5. Combine economic performance and sustainable development, by defending virtuous models together.

Since 2005, Saur has also been a member of the United Nations Global Compact, which calls on companies to align their practices and strategies with its 10 principles in the areas of human rights, labour law, the environment and anti-corruption, and to achieve the 17 Sustainable Development Goals (SDGs). In line with this commitment, this Charter demonstrates Saur's desire to promote the principles of the Global Compact among its suppliers and subcontractors.

Saur's commitments

To enable its suppliers and subcontractors to provide their services in compliance with the commitments set out in this charter:

Saur undertakes to :

- Ensure a responsible financial relationship with suppliers & subcontractors.
- Respect contractual commitments.
- Prevent situations of economic dependence and support suppliers in diversifying their customer portfolios.
- Promote responsible purchasing practices.
- Raise awareness of sustainable development among our employees.
- Guarantee the same safety conditions for suppliers and subcontractors as for employees.
- Act transparently and objectively and adopt an ethical behaviour to ensure a balanced relationship.

The supplier's commitments

In general, Saur expects its suppliers to demonstrate proactivity and commitment to the continuous improvement of their offer, by presenting differentiating solutions throughout the relationship.

By adhering to the Charter, the Supplier undertakes to respect and implement all the principles set out therein, in compliance with the contractual provisions and applicable national legislation. Saur also encourages its suppliers to promote the principles of this Charter within their own sphere of influence.

In accordance with the criteria defined by Saur, and in order to encourage its entire sphere of influence to become more mature on CSR issues and the management of extra-financial risks, the Group reserves the right to ask suppliers and subcontractors to assess their CSR performance via a specialised platform, and to ask for corrective action to be taken if necessary.

Any serious breach by the Supplier of the principles set out in this Charter will constitute a breach of its contractual obligations, likely to result in the application of the coercive measures provided for in the contract.

Environnment



Environmental impact management



The Saur Group has made ambitious environmental commitments in its sustainable development roadmap and is also certified ISO 14001 for environmental management and ISO 50 001 for energy management. Saur therefore expects its suppliers to work by its side to achieve and extend these objectives.

In general, Saur expects its suppliers to act at their level in favour of the energy and ecological transition and to be part of a continuous improvement process.

The supplier commits to :

- Comply with applicable local, national and international environmental protection regulations, in particular REACH.
- Identify and control the environmental impact of its activities.
- Adopt a continuous improvement approach in all areas relevant to its activity: reducing waste production and improving its recovery (as part of a circular economy approach), reducing the use of chemical products and using products that are less, little or not harmful to the environment, improving the water efficiency of its processes, reducing polluting emissions, improving energy efficiency, preserving and restoring biodiversity, raising employees awareness, etc.

With this in mind, Saur encourages its suppliers and subcontractors:

- To adopt a standardised environmental management framework such as ISO 14 001, and to have it certified.
- To adopt a total cost of ownership (TCO) approach and a long-term vision in the design and production of its goods and services, and more broadly to carry out a life-cycle assessment of its products or services.
- To integrate environmental protection criteria into the purchase of its own products and services.



The Saur Group is committed to an ambitious trajectory of reducing its direct and indirect greenhouse gas emissions (scopes 1, 2 and 3).

Saur's carbon performance is closely linked to its suppliers' performance. In this context and that of the Paris agreements, the search for the most carbon-neutral solutions possible must be an target shared by Saur and its partners.

The supplier commits to:

- Measure its energy consumption (fuel, gas, electricity, etc.).
- Take action to control and reduce its energy consumption, including electricity, and, more generally, the carbon footprint of the products and services it sells, with particular regard to transport and logistics.

Saur therefore expects its suppliers to:

- Provide the carbon emission factor of the product / service supplied to Saur (KgCO₂eq/unit), or, failing that, its direct emissions (scope 1) and indirect emissions linked to electricity consumption (scope 2).
- Adopt an ambitious approach to reducing their GHG emissions and determine as far as possible a trajectory to reduce their emissions which they will share with Saur in order to take their efforts into account in the supplier evaluations and in Saur's Scope 3 trajectories.
- Saur encourages its suppliers to avoid or reduce their emissions rather than offset them.

Water resources



As a Pure Water Player, Saur expects its suppliers to pay particular attention to preserving water resources, both in terms of quantity and quality.

Depending on its activity, Saur encourages its suppliers to:

- Rigorously manage water resources by monitoring consumption, reducing leaks and wastage, optimising processes or equipment to save water, reusing water or even setting up closed circuits, or recovering rainwater.
- To preserve resources and the natural environment by controlling industrial waste and managing toxic effluents, and to reduce the use of polluting products.
- Carrying out life-cycle assessment of its products and/or processes, including assessment of the water footprint.

Human rights



The Group expects its suppliers and subcontractors to respect human rights. **It is the supplier's or subcontractor's responsibility to provide adequate working conditions.** Suppliers are required to comply with international human rights requirements, with particular regard to health and safety, security, wages, working hours and holidays, freedom of association and expression, forced and child labour, and non-discrimination.

The supplier commits to:

- Comply with all applicable local, national and international regulations.



The supplier commits to:

- If no age limit is set at national level, or if the supplier's country of operation has not ratified the ILO[1] Minimum Age Convention (No. 138), not to employ or make work for children under the age of 15, nor to employ children who have not reached the minimum compulsory school-leaving age in the country where it operates, unless they participate in official apprenticeship programs.
- Not to use forced or compulsory labour as defined in ILO Conventions No. 29 and No. 105.

Forced labour is defined as any work or service which is exacted from any person, whether at the stage of recruitment, employment or termination of contract, under the menace of any penalty and to which the said person has not given his or her willing consent.

Health, safety and security

Driven by the ambition to achieve "zero accidents", Saur intends to share its safety culture with its partners, in particular through its "10 vital rules".

Saur expects its suppliers and subcontractors to adopt a safety approach based on prevention.

The supplier commits to:

- Carrying out risk analyses to identify and minimise dangerous work situations.

[1] [Conventions and protocols \(ilo.org\)](https://www.ilo.org)

- Implement an appropriate safety policy, including in particular:
 - Regularly train their employees so that they have sufficient knowledge and skills in terms of health and safety at work.
 - Providing its employees with a safe environment that protects their health, including the provision of appropriate Personal Protective Equipment (PPE).
- Deliver its products or services in conditions that guarantee the physical safety of its employees.
- Respect Saur's safety instructions when working on its premises.
- Protect its premises and employees against any malicious act.
- Make proposals in order to guarantee and improve safety, from the outset of the commercial relationship.
- Monitor and share their health and safety indicators (frequency and severity rates).
- Welcoming Saur during audits and providing solutions to any recommendations made at the end of the audits.

Saur encourages its suppliers and subcontractors to:

- Implement a health and safety management system based on international standards such as ISO 45001 or any other equivalent standard, and to obtain certification.

Working conditions



Human rights applied to working conditions cover: working time, pay, holidays and benefits, and employee representation.

The supplier commit to :

- To provide **working conditions** that guarantee the physical and mental integrity of workers (sanitary facilities, changing rooms, etc.), that are healthy and that protect against dangerous atmospheres.
- To comply with national laws on **working hours** where they exist. Otherwise, the ILO conventions and recommendations on the subject will be followed and respected (Conventions n°1, 14, 30, 47, 106, 171, 175, recommendation n°116).
- To comply with national laws on **minimum wages** where they exist. In the absence of national regulations and in accordance with international standards, the supplier guarantees that workers are paid according to the wages in force on the market for the position held and receive at least fair remuneration guaranteeing an existence in accordance with human dignity, in accordance with ILO Convention No. 131, paid within a reasonable time frame.
- To respect national laws on **leave** where they exist (paid annual leave, parental leave, sick leave). In the absence of such laws, the ILO Conventions and Recommendations on the subject will be followed and respected (Conventions n°1, 14, 30, 47, 106, 132, 156, 171, 175, 183, Recommendation n°116).
- To respect national laws on **freedom of association** and the right to collective bargaining. If not authorised by national law, the supplier must (endeavour to) promote other forms of representation of workers' interests, in accordance with ILO Conventions 87 and 98.

Discrimination & harassment



The supplier commit to :

- Particularly under the conditions set out in ILO Convention No. 111, to prohibit all forms of discrimination and harassment and to promote equal opportunities during the recruitment process and throughout working life.
- To ensure that its employees are not subjected to physical punishment, harassment or abuse of a physical, sexual, psychological or verbal nature.
- To comply with local legislation on the employment of people with disabilities, and to promote their professional integration.

Ethic & compliance in commercial relations



The Group is committed to respecting the law and ethical principles in the conduct of its business, as set out in particular in its **Code of Conduct**^[1] (hereinafter the "Code"), which sets out the company's values and commitments.

Any relationship with our suppliers commits Saur and creates legal, financial or even moral responsibilities. The practices of third parties can have an impact on our reputation. We therefore expect them to act with integrity and in accordance with the laws and regulations in force. It is in our common interest to work in a sector where business practices enjoy a good reputation. This strengthens the trust of our partners.

The Saur Group :

- Undertakes to respect the commitments made in its relations with third parties.
- Selects its suppliers objectively, on the basis of their reputation, the quality of their services and their commitment to comply with current regulations.
- Complies with all regulations concerning commercial relations.
- Develops specific internal procedures detailing the checks and measures to be followed before any Group entity formalises a commitment with a third party. Suppliers may be asked to provide additional information to enable the Group to carry out its checks.
- Include an ethics and compliance clause in all contracts with third parties.

[1]SAUR-Code-de-conduite Mars2022 GB.pdf (dnr54354splcz.cloudfront.net)

The supplier commits to respecting the principles set out in our Code, and in particular the following elements:

1/ In the fight against corruption and influence peddling:

- Compliance with laws and principles designed to prevent and combat corruption and influence peddling.
- Compliance with public procurement regulations where applicable.
- No behaviour likely to be classified as corruption or influence peddling at any time during the business relationship (before, during and after).
- Refusal to offer, propose, give or request any advantage whatsoever in terms of value or form to a public or private person, in order that they carry out or refrain from carrying out an act that falls within or is facilitated by their duties.
- Increased vigilance in relations with civil servants or representatives of an administration, representatives of a local authority or a French or foreign international organisation.

2/ In terms of competition law :

- Comply with legal and regulatory provisions relating to competition law, as well as the principles defined by the Group.
- Refrain from entering into or participating in discussions with competitors, whether formal or informal, during which confidential information would be exchanged, in particular concerning strategy in the context of invitations to tender.
- Not to take any illegal or unfair steps to gather information about a competitor and/or a market.

Suppliers are expected to inform the Group immediately of any fact or practice that may be contrary to the above, using the ethical reporting portal available to them (see IV. Group Alert System).

Contribution to local life



With the aim of contributing to local life, both economically and socially, Saur will, wherever possible, give preference to local partners, VSE/SMEs, players in the Social and Solidarity Economy (SSE) and other players in the field of inclusion.

Saur encourages its suppliers to:

Adopt the same approach of working with partners who are involved in local life and the inclusion of all, particularly people with disabilities, young people and people who are far from employment.

Group alert system



The Saur Group's ethical reporting system enables Group employees and any external stakeholder to make a report in accordance with existing regulations.

<https://saurgroup.alert-report.com/entreprises>

Supplier signature