

Sustainable Growth and Ethical Trading Policy

Principles of this policy in the purchasing process

The Hager Group is working in a socially responsible way by involving its suppliers in the implementation of its sustainable strategy and setting up processes to ensure that suppliers comply with Hager Group's ethical, social and environmental requirements.

These requirements are one of the determining criteria in the selection process of a new supplier. For an existing supplier, its maintenance on the Hager Group's suppliers panel will also be subject to the respect of these principles.

In the event that the supplier (new or existing) fails to respect these rights and principles, the supplier must implement, in a reasonable time limit, corrective action plans.

Terms of the principles of this policy

Environment

1. ENVIRONMENT IMPACTS ARE AVOIDED

- 1.1. Specific measures are implemented in order to prevent pollution and minimize toxic and greenhouse gas emissions.
- 1.2. Ways are sought to use and produce products that are environmentally friendly.
- 1.3. Land development and biodiversity conservation is ensured.

2. SUPPLIES DO NOT CONTAIN PROHIBITED SUBSTANCES & MATERIALS

The supplies, materials or parts, whether they are standard or specifically developed by the supplier for the Hager Group, must not contain any substances or materials prohibited by the legislations or regulations applicable where these supplies are marketed and used, i.e. in all the countries which are Member States of EU as well as in the country where the supplier delivers to the Hager Group as agreed between the supplier and the Hager Group.

Human Rights

1. ALL FORMS OF FORCED & COMPULSORY LABOUR IS ELIMINATED

The supplier recognises the principle of the freedom of choice of employment. The supplier must not, under any circumstances, resort to forced or compulsory labour. Labour is deemed to be forced or compulsory when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical abuse, etc.) (ILO Conventions nos. 29 and 105).

2. WORKING CONDITIONS ARE SAFE AND HYGIENIC

- 2.1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate action plans shall be deployed to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment (ILO Convention no. 155).
- 2.2. The company shall assign responsibility for health and safety to a senior management representative.

3. NO DISCRIMINATION IS PRACTISED

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, culture, physical appearance, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation (ILO Convention no. 111).

Labour Standards

1. FREEDOM OF ASSOCIATION & THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

- 1.1. The supplier acknowledges the global right of workers to form labour unions and join the labour union of their choice and agrees to ensure that union independence and pluralism are maintained (ILO Convention no. 87).

- 1.2. The supplier is committed to protecting union members and leaders and to abstaining from all forms of anti-union discrimination (ILO Convention no. 135).
- 1.3. The supplier is committed to promoting collective bargaining, a key aspect of relations between labour and management (ILO Convention no. 98).

2. CHILD LABOUR SHALL NOT BE USED

- 2.1. The supplier is prohibited from employing children in violation of the stipulations of the International Labour Organisation's conventions (ILO Convention no. 138).
- 2.2. Children and young persons under 18 shall not be employed at night or in hazardous conditions.

3. LIVING WAGES ARE PAID

- 3.1. The supplier is committed to ensuring that living wages is at least equal to the minimum amount mandated by law and the guaranteed minimum for the profession or as set forth in the relevant collective bargaining agreements.
- 3.2. The supplier acknowledges the principle of equal pay for equally valued and productive work, in particular between men and women (ILO Convention no. 100).
- 3.3. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker

concerned. All disciplinary measures should be recorded provided that such a recording is made in compliance with the local legal requirements.

4. WORKING HOURS ARE NOT EXCESSIVE

- 4.1. The supplier undertakes to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective bargaining agreements in the concerned country.
- 4.2. The supplier is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions set forth in the national legislation or the collective bargaining agreements concerned.

5. REGULAR EMPLOYMENT IS PROVIDED

- 5.1. To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 5.2. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Supplier Agreement

The supplier acknowledges having read the text above and agrees to apply it throughout its company/group and its suppliers. If necessary, it commits itself and all of its subsidiaries throughout the world.

Company name : _____

Surname, first name : _____

Position : _____

Email : _____

Date :

I agree to respect the Hager Group's requirements regarding Sustainable Growth and Ethical policy*.

Signature :

** : Rights, laws and jurisdiction applicable to this Policy are those mentioned in the Hager Group Purchasing Framework – General conditions.*

Return a copy of the signed policy to Hager Group Sourcing Dept.

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