

Supplier, subcontractor and partner commitment charter for responsible and sustainable purchasing

Preamble

Crédit Mutuel Alliance Fédérale, a mission-driven company, works towards a more just and sustainable society. The group has adopted the commitments of the Confédération Nationale du Crédit Mutuel, a signatory of the United Nations Global Compact, and has joined Act4 nature.

Crédit Mutuel Alliance Fédérale wishes to establish and maintain business relationships with suppliers also facing environmental, social and governance challenges so as to develop balanced sourcing relationships based on respect and trust.

A. Scope of application

The present document, the "Charter", is intended for the "Supplier", that is, any supplier, service provider, or partner involved in contractual relations with one or more entities of Crédit Mutuel Alliance Fédérale. By their signature, the Supplier, as well as their employees, and subcontractors, pledge to respect the provisions of this Charter.

The Supplier adheres, for all subjects covered in this Charter, to the principles derived from the Universal Declaration of Human Rights of the United Nations, the fundamental conventions of the International Labour Organization (ILO), and the United Nations Sustainable Development Goals, while respecting applicable legislation and regulation, and the contractual provisions in force that apply to them.

B. Supplier commitments

Regarding human rights, the supplier undertakes to:

1. Respect and not contribute to the violation of human rights and fundamental freedoms.
2. Combat all forms of discrimination and protect any third party involved in its commercial activities.
3. Promote equal professional treatment between women and men in its employ.

Regarding labour regulations, the supplier agrees to:

4. Ensure compliance with local regulations regarding working hours, the minimum wage and paid leave, guaranteeing decent living conditions.
5. Ensure trade union, association and collective bargaining freedoms.

6. Never use forced labour either directly or indirectly.
7. Ensure the workplace is free from all forms of violence and harassment.
8. Never use or contribute to the use of child labour.
9. Prevent all forms of illegal work and comply with the regulations in force concerning posted workers.
10. Have health and safety plans and measures in place that are appropriate to the risks and potential accidents that its activities could cause, if possible, in accordance with international standards such as ISO 45001 or any other equivalent standard.

Regarding environmental issues, the supplier agrees to:

11. Adapt its business activities to climate change and the current and future erosion of biodiversity where possible, in accordance with international standards such as ISO 14001.
12. Estimate and communicate its environmental impact, at least to customers or partners, to the best of its ability and with a view to reducing it: for example, by way of a carbon or biodiversity footprint.
13. Ensure the responsible management of raw materials, water, electricity, waste and recycling, promoting a circular economy where possible.
14. Ensure that the potential impact of its activities on deforestation is reduced.

In order to conduct its business ethically, the supplier undertakes to:

15. Combat all forms of corruption, influence peddling, fraud, money laundering and terrorist financing.
16. Ensure the protection and security of professional and personal data that may be exchanged within the framework of economic and digital relations.

C. Consequences of failing to comply with the supplier's commitments

Failure to comply with one or more of the above commitments, in the absence of remedial measures, could result in the termination of the contract and affect future business relations with all Crédit Mutuel Alliance Fédérale entities.

D. Reporting and alert procedure

As part of its business relationship with Crédit Mutuel Alliance Fédérale, the supplier and its employees are free to report any breaches or infringements observed. This report is part of a procedure that guarantees strict confidentiality regarding the identity of the person making the report and that of any persons implicated. The person making the report, acting in good faith, is considered a whistleblower and is protected from any sanctions, reprisals or discriminatory measures.

If necessary, please contact:

- Crédit Mutuel Alliance Fédérale - Direction de la conformité – 4 rue Frédéric-Guillaume Raiffeisen, 67 000 Strasbourg
- signalconformite@creditmutuel.fr

The supplier or service provider (company stamp; company name; address):

Represented by:

Authorised to sign on behalf of the company in the capacity of:

Done at:

On:

Signature

CREDIT MUTUEL ALLIANCE FEDERALE

[Crédit Mutuel Alliance Fédérale - site institutionnel](https://www.creditmutuel.fr/fr/alliancefederale.html)

<https://www.creditmutuel.fr/fr/alliancefederale.html>

[La Déclaration universelle des droits de l'homme](https://www.un.org/fr/universal-declaration-human-rights/)

<https://www.un.org/fr/universal-declaration-human-rights/>

[Conventions, protocoles et recommandations | International Labour Organization](https://www.ilo.org/fr/normes-internationales-du-travail/conventions-protocoles-et-recommandations/)

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