

ATELIERS DE FRANCE

La Haute Construction

SUPPLIERS AND  
SUBCONTRACTORS' CHARTER

ATELIERS DE FRANCE GROUP

2024

# OUR SUPPLIERS AND SUBCONTRACTORS CHARTER

As part of the Group's CSR approach, this Charter is addressed to all Ateliers De France suppliers, service providers and subcontractors, who are required to be in contact with one of the Group's Houses as part of their business.

The Ateliers De France Group is committed to respecting the fundamental principles of CSR, in terms of human rights and labor standards, business ethics and the environment at all its production or intervention sites and expects its suppliers and subcontractors to respect the same principles.

The commitment of the Ateliers De France group is more broadly described in its CSR Policy, as well as in its Ethics Charter, available on the Group's website.

The Ateliers De France Group expects its suppliers, service providers and subcontractors to make a strong commitment by approving this Charter to formalize through concrete actions the commitment to its values and to establish fair, sustainable, profitable and responsible relations with them.

Antoine Courtois  
President

# Social commitment

The suppliers, service providers and subcontractors of the Group and its subsidiaries undertake to respect the fundamental principles of CSR on human rights and labor standards and in particular:



Not to employ any minor child below the age defined by law, and in particular in conditions contrary to ILO Conventions Nos. 138 and 182 and their recommendations



Encourage employee development (training, promotion and opportunities), promote diversity, diversity of career paths and profiles and guarantee fair treatment for all.



Do not impose any forced labor, accept any illegal work or work in an irregular situation under current legislation.



Commit to respect for the right to human dignity, which is a fundamental principle in the way we work. Any conduct or action that may violate this right, and in particular any form of harassment, is unacceptable.



Ensure equal opportunities for all and non-discrimination on grounds of real or perceived origin, morals, age, sex, health status, political or religious opinions, trade union membership or disability.



Comply with the health and safety conditions laid down in the relevant documentation at the workplace.



Comply with the legal and professional standards in force on minimum wages.



Fulfill tax and social reporting obligations and their settlement.



Ensure freedom of association and its exercise in accordance with the legal provisions in force.

# The ethical commitment of business

The suppliers, service providers and subcontractors of the Group and its subsidiaries undertake to:

- Comply with national and international laws, regulations and standards relating to the prevention of and fight against corruption and influence peddling or favoritism,
- Comply with all applicable laws, regulations and standards regarding anti-competitive conduct,
- Avoid conflicts of interest that may hinder the ability of their employees to behave objectively and impartially in the performance of their duties and responsibilities,
- refrain from carrying out or participating in any practice constituting the laundering of property, income or capital,
- Refrain from any activity that violates applicable national and international laws, regulations and standards on economic sanctions.

## Environmental commitment

The suppliers, service providers and subcontractors of the Group and its subsidiaries undertake to comply with all the laws, regulations and standards applicable to their sector in terms of respect for the environment and in particular:

- Implement actions to minimize their overall environmental footprint, notably by reducing their energy consumption and greenhouse gas emissions,
- Offer products and services that are safe for their users and the environment and minimize their own environmental impacts

## Membership of a supplier, service provider or subcontractor

The supplier, service provider or subcontractor adheres to this Charter and undertakes to work in compliance with the principles set out above, throughout its contractual relationship with the Group and its subsidiaries.

The supplier, service provider or subcontractor undertakes to make known and respect the commitments of the Charter by all its employees, including temporary and temporary employees, as well as by its own suppliers, service providers and potential subcontractors.

The supplier, service providers or subcontractor certifies that it is aware of the fact that non-compliance with the commitments of the Charter may go as far as early termination of any existing contract with the Group and its subsidiaries.

The supplier, service provider or subcontractor undertakes to notify the Group promptly and in writing of any event or element that could lead to the non-compliance with these commitments.

Name / Company name of Supplier, service provider or subcontractor:

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Name and forename of the authorized registrant:

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Made in duplicate at \_\_\_\_\_, on \_\_\_\_\_

Signature and stamp