

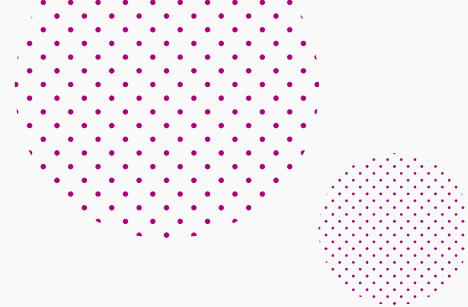


fives

# CSR CHARTER

for suppliers and subcontractors

# INTRODUCTION

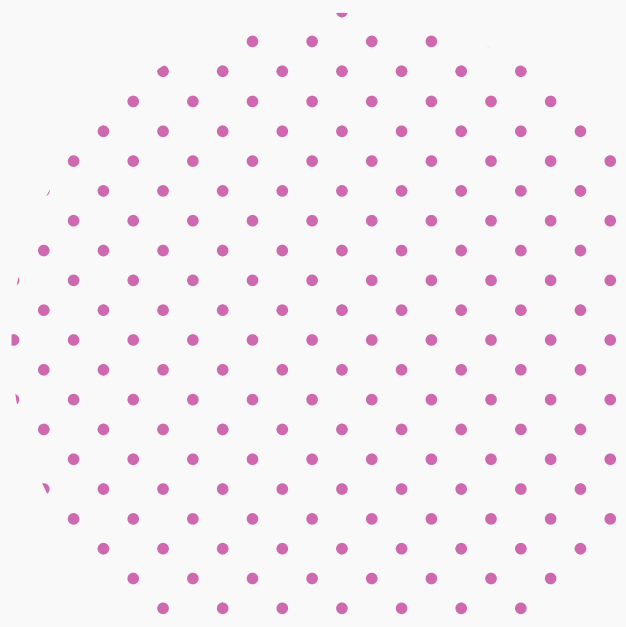


Fives joined the United Nations Global Compact in April 2011. In doing so, the Group commits to apply, promote and support the ten principles related to Human Rights, international labor standards, the environment and anti-corruption through its business.

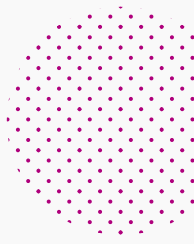
The Fives Purchasing Department has set out to adapt the Group's CSR commitments accordingly. It intends to foster relationships based on trust and mutual respect amongst its current and future suppliers and subcontractors, as well as share fair and equitable business practices, while establishing balanced and long-term relationships.

As a responsible company operating across five continents, Fives expects its suppliers and subcontractors to share and respect the basic principles outlined in this Charter.

This Charter applies to all suppliers and subcontractors of Fives and its subsidiaries. By adhering to this Charter, they agree to implement all the principles set out herein.



# BUSINESS ETHICS



## Anti-corruption

Fives prohibits corruption in all forms, at any time, and in any place or circumstance.

The Group expects its suppliers and subcontractors to make the same commitment for them and their own suppliers and subcontractors.

The supplier or subcontractor agrees to adhere to all applicable laws in terms of preventing and combating corruption. It takes appropriate measures to prevent, detect and sanction any direct or indirect act of corruption or influence peddling within their area of business.

It must not offer, promise or give a gift of any kind (including non-financial gifts, invitations, services or other benefits) to Fives employees in order to influence the business relationship, or in a way which could be considered an attempt to influence it.

In general terms, the supplier or the subcontractor ensures that these ethical standards are communicated to all employees and stakeholders (subcontractors, suppliers, etc.).

Any attempt to corrupt a Fives employee will automatically result in the supplier or subcontractor's definitive exclusion from any business relationship.

## Preventing conflicts of interest

Fives undertakes to avoid any situation where the personal interests of its employees could come into conflict with its own interests.

The supplier or subcontractor agrees to immediately reveal any potential or actual conflict of interest to Fives.

## Compliance with international trade rules

The supplier or subcontractor agrees to adhere to applicable regulations in terms of international trade, particularly those relating to the control of exports, embargoes and sanctions. It must disclose any restrictions which might be imposed on the export or re-export of its products or services.

Thus, it must identify all or part of the delivery or service subject to regulations on exports at the time of signing a contract or receiving an order. In the case of a change in export classifications or regulations, Fives must be informed.



# COMPLIANCE WITH LABOR STANDARDS

The supplier or subcontractor must comply with the International Labor Organization (ILO) and United Nations fundamental conventions, as well as any regulation applicable to their business in the area where its operates.

## Non-discrimination

Fives prohibits any discrimination.

The supplier or subcontractor agrees to respect the dignity, privacy and individual rights of each of its employees.

It rejects any form of discrimination, particularly linked to age, sexual orientation, physical or intellectual disability, ethnicity, social or cultural background, skin color, family situation, pregnancy, nationality, or membership of a political, religious, union group or minority.

It recognizes and accepts differences and rejects stereotypes and prejudice.

## Working hours

The supplier or subcontractor respects local laws in terms of working hours, including overtime.

## Forced/compulsory labor

Fives prohibits forced or compulsory labor in any form: servitude, trafficking, slavery or the use of illegal migrants or clandestine workers.

Work must be completed voluntarily, in exchange for lawful compensation. Workers must not be exposed to threats or actual criminal penalties or violence, proceedings, detention, withholding of identity documents, or forfeiture of legal rights or privileges.

## Illegal labor

The supplier or subcontractor undertakes not to use illegal labor, as defined in the rules of the countries where it operates.

## Harassment

The supplier or subcontractor ensures that none of its employees experiences harassment, whether psychological or sexual.

## Child labor

Fives prohibits the employment of children who do not meet the minimum legal working age, throughout the supply chain, in any country where services are provided.

## Freedom of association and the right to collective bargaining

The supplier or subcontractor agrees to respect the principles of the freedom of association, protection of union rights and collective bargaining, in accordance with local laws.

## Fair pay

The supplier or subcontractor must ensure that the salary paid to its employees complies with all laws in force regarding salaries (minimum wage, overtime, etc.).

If laws and regulations do not fix a minimum wage, the supplier must pay its employees the standard market rate for the position.

# HEALTH AND SAFETY

The supplier or subcontractor undertakes to provide a safe working environment and ensures that its activities do not harm the health and safety of its employees, subcontractors or users of its products, as well as people located near its premises.

It must assess the risks linked to its business and implement all the resources required to eliminate these risks.

Finally, it ensures that its employees comply fully with regulations, but also Fives standards on Health and Safety. It will inform Fives of any incidents or non-conformities that have occurred.

# ENVIRONMENTAL PROTECTION

Fives expects the supplier or subcontractor to mitigate the impacts of its business on the environment and to ensure that its practices comply with applicable environmental regulations.

The supplier or subcontractor agrees to implement actions to:

- improve energy efficiency and reduce its environmental impacts,
- optimize the use of natural resources and limit its impacts on biodiversity,
- control emissions and discharges associated with its business, as well as manage waste,
- ensure the traceability of the raw materials, equipment and components required to supply services or goods.

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If the supplier or subcontractor becomes aware of a breach of the rules mentioned in this Charter, it must immediately report it to Fives using the dedicated email address: [compliance@fivesgroup.com](mailto:compliance@fivesgroup.com).

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