

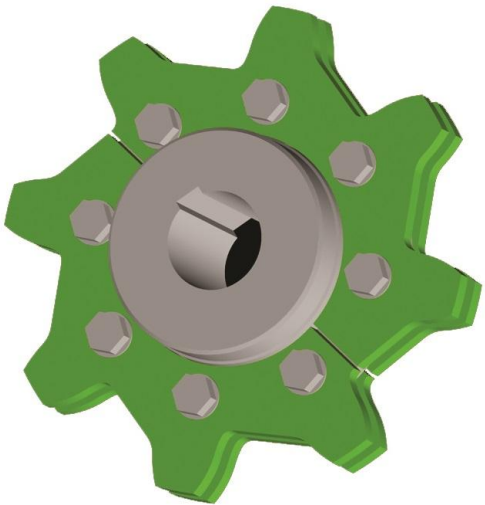


Supplier Charter

Braime Group PLC

Introduction

Braime Group recognises that healthy supplier relationships are critical to our success and strives to promote a mutually beneficial business relationship based on the highest standards of ethical conduct. We choose our suppliers carefully to ensure that they share our commitment to integrity. Suppliers to the Braime Group are expected to do business fairly, ethically, and in compliance with all applicable laws and regulations at all times. Additionally, suppliers are expected to understand and abide by our purchasing principles.



Purchasing principles



1. To ensure compliance with the values of the Braime Group by the internal and external stakeholders in their purchasing activities



2. To co-construct sustainable relationships with our suppliers and encourage innovation in support of our global CSR strategy



3. To mobilise and develop internal stakeholders in the purchasing process in a responsible purchasing approach

Commitment to our suppliers

▶ **INTEGRITY AND FAIR PRACTICE**

Braime Group is committed to developing fair terms and conditions with its suppliers and establishing long-term commercial relations, taking into account each supplier's capacity to meet the needs of the Braime Group. Purchasers undertake to comply with competition law, fair practice, and the principle of transparency and confidentiality of exchanges. Similarly, the Braime Group will not tolerate any breach of the compliance policy relating to economic sanctions.

▶ **ECONOMIC DEPENDENCE**

Economic dependence is a daily issue for the Braime Group, given the specific nature of its activities and the monopolistic or oligopolistic market situation. Braime is committed to diversifying its supplier base in order to limit the risk of dependence on each party's economic situation. Braime Group also encourages its supplier to implement appropriate action plans for their own partners.

▶ **THE BALANCE OF CONTRACTUAL RELATIONS AND PRACTICES**

The Braime Group respects good practices in contracting through balanced relationships within the framework of negotiations and the formalisation of contracts.

▶ **THE PRINCIPLE OF INDEPENDENCE OF OUR OPERATIONS**

Braime Group rejects all forms of active or passive corruption and applies this principle in its business practices, in its relations with private and public partners, and in both domestic and international transactions. Each of the Group's employees, regardless of hierarchical level, undertakes to reject or avoid any compromise between their personal interests and the interests of the Group. Employees shall refrain from seeking personal ends that would be in contradiction with Braime's objectives. Finally, each employee shall take particular care to avoid any conflict of interest situation.

▶ **RESPECT FOR THE INTELLECTUAL PROPERTY OF OUR PARTNERS**

Braime Group guarantees the confidentiality of information provided by its suppliers during the course of business relationships and after their termination. Their intellectual property rights are also respected.

▶ **THE IMPARTIALITY OF OUR SUPPLIER SELECTION PROCESS**

Braime Group applies the principles of honesty, integrity and fairness to its entire supplier panel. The Group is committed to selecting its suppliers based on bidding processes that reflect real competition. Purchasing teams use objective selection criteria (technical, quality, cost, service, social and environmental). Suppliers that do not meet ethical expectations will be excluded from the panel.

Internally, Braime ensures compliance with competition law, in particular by training employees exposed to the risk of corruption, and by performing internal controls and audits.

▶ **SUPPORTING OUR PARTNERS IN THE CONTINUOUS IMPROVEMENT OF THEIR CSR APPROACH AND PERFORMANCE THROUGH IMPROVEMENT PLANS**

Braime Group wishes to build a global and sustainable responsible purchasing approach with its partners. The Group is committed to supporting its partners in the continuous improvement of their CSR performance through improvement plans, particularly when their practices fall short of the required standards.

Requirements for our partners

▶ **DISSEMINATE AND COMMUNICATE THE SUPPLIER CHARTER**

The purpose of the Charter is to be shared with key contacts and teams at our suppliers, whether they are involved in projects directly or indirectly related to the Braime Group.

▶ **APPLY THE HIGHEST STANDARDS OF BUSINESS ETHICS**

Braime Group requires its suppliers to have defined clear internal policies regarding compliance with the following laws and regulations, and to be able to demonstrate that they have been communicated to employees affected by these risks.

Compliance with local law

Suppliers comply with the laws, principles, standards and international and national regulations in force in the countries where they operate. They ensure that their own suppliers or subcontractors comply with this commitment. Where local law requires higher standards than those set out in this Charter, local law shall prevail. Otherwise, the Supplier Charter shall prevail if it provides for higher standards.

The fight against corruption and influence peddling, economic sanctions, embargoes and data privacy

Suppliers implement the necessary diligence to conduct their activities in compliance with all applicable laws regarding the fight against corruption and influence peddling, international economic sanctions, embargoes and data privacy

Compliance with competition law

Suppliers shall refrain from any form of anti-competitive practice (cartel within the framework of a market, etc) and shall implement the appropriate preventive measures.

Respect of intellectual property law

Supplier undertake to respect Braime Group's intellectual property rights and to ensure that they do no disseminate confidential information that could be harmful to the Group.

▶ **CONTRIBUTE TO BRAIME GROUP'S ENVIRONMENTAL STRATEGY**

Braime Group mobilises its partners as part of its environmental strategy to reduce its environmental footprint and integrate the circular economy into its value chain.

Preservation of ecosystems and biodiversity

Suppliers are committed to preserving the natural environment in which they operate. They shall implement an environmental management system to prevent any accidental degradation of their environment.

Purchase circularity

Suppliers strive to make their activity part of a circular model. The use of natural resources is limited. Where scrap is produced, it must be processed in a specific way to promote the recovery of unavoidable waste.

▶ **RESPECT HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS, AND GUARANTEE DECENT WORKING CONDITIONS**

Braime Group requires its partners to comply with the International Labour Organisation's eight fundamental conventions and the Universal Declaration of Human Rights. Suppliers also guarantee compliance with these international conventions throughout their subcontracting chain.

The fight against forced labour

Suppliers must contribute to the abolition of all forms of forced or compulsory labour and child labour.

Decent pay for our suppliers' employees and financial compensation for overtime

Suppliers shall ensure that employees are paid decent and fair wages that provide a decent standard of living above the poverty line. Wages, including overtime and benefits, shall not be less than the level required by applicable laws and regulations.

In addition to remuneration, suppliers offer their employees social benefits, in accordance with the provisions of each country, in particular with regard to health coverage, provident funds and pensions.

The guarantee of a safe working environment

Suppliers ensure the health and safety of their employees. The workplace must not represent any health and safety risks and must offer the best possible hygiene conditions. These requirements apply to employees and temporary workers as well as to their subcontractors and freelancers. Suppliers provide appropriate protective equipment, apply proven safety devices that take into account the risks specific to the industrial sector and ensure the accessibility of emergency exits. Finally, they ensure an adequate level of awareness and training to limit the risk of work-related accidents and illnesses.

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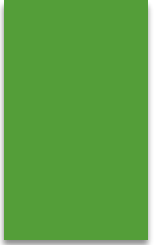
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