

Corporate social responsibility

Module for suppliers

P r e s e n t a t i o n

<https://www.clayens.com>



SUMMARY

1. Introduction
2. Why a CSR approach?
3. Management / Communication Responsibility
4. Ethics and Compliance
5. Forced Labor and Human Rights
6. Hygiene and safety
7. Fight against discrimination
8. Working conditions
9. Dialogue and freedom of association
10. Environment



INTRODUCTION

Clayens firmly believes that sustainable development is a key success factor for long-term business partnerships. To this end, Clayens has integrated corporate social responsibility (CSR) into its strategy and culture. An effective management policy has been implemented to gradually implement these principles.

Clayens also recognizes that effective CSR initiatives must encompass the entire supply chain. This is why we have integrated CSR criteria into our supply chain management and expect our suppliers to establish policies consistent with our guidelines. In some cases, Clayens will conduct on-site audits to verify supplier compliance with our requirements.

The purpose of this presentation is to provide an overview of some key principles underlying our policies and to increase awareness and engagement among our partners regarding Clayens' expectations.

WHAT ARE THE BENEFITS OF A CSR APPROACH?



MANAGEMENT/COMMUNICATION RESPONSIBILITY



- Employees must be informed of CSR principles
- Management has a duty to implement and promote CSR initiatives
- CSR aspects must be controlled by management
- Upon request, suppliers must demonstrate to CLAYENS their involvement in CSR



ETHICS AND COMPLIANCE



- For Clayens, compliance with legal and regulatory requirements is a basic condition.
- Management must ensure compliance with CSR requirements by using appropriate tools, such as procedures and verification mechanisms.
- Ethical requirements must be communicated to all employees.
- Continuous regulatory monitoring of applicable laws and regulations must be ensured.
- It is essential to avoid offering, requesting or receiving bribes or any other unfair advantage, in whatever form.
- Any violation of regulations must be reported to customers.
- A system must be in place to allow employees to confidentially report any compliance issues.

FORCED LABOR AND HUMAN RIGHTS

Respect for human rights is the minimum requirement for all Clayens partners.

Forced labor is strictly prohibited.

Child labor is prohibited in all its forms.

Working conditions must be appropriate for employees and comply with legal and regulatory requirements.

HEALTH AND SAFETY



- The work environment must guarantee the hygiene and safety of employees.
- The company must have a management system to manage and report health and safety incidents.



- Action plans must be put in place to reduce incidents and risks related to workplace safety.
- Employees must be regularly trained in safety procedures.
- Material resources and protective equipment must be deployed to guarantee safety at work.

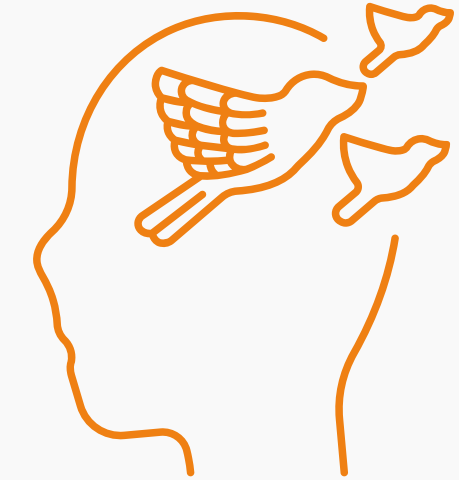
FIGHT AGAINST DISCRIMINATION

- Bullying and harassment are strictly prohibited. Any violations must be reported to management.
- Hiring decisions should be based on qualifications.
- Any form of racial, gender and sexual discrimination is prohibited.
- Cultural differences must be respected.
- Parity must be managed and promoted by management

WORKING CONDITIONS

- Decent working conditions are essential for sustainable collaboration.
- Salaries and benefits must meet minimum legal requirements.
- Working hours must comply with local legal requirements.
- The organization shall have an appropriate management system to monitor working time and its planning.

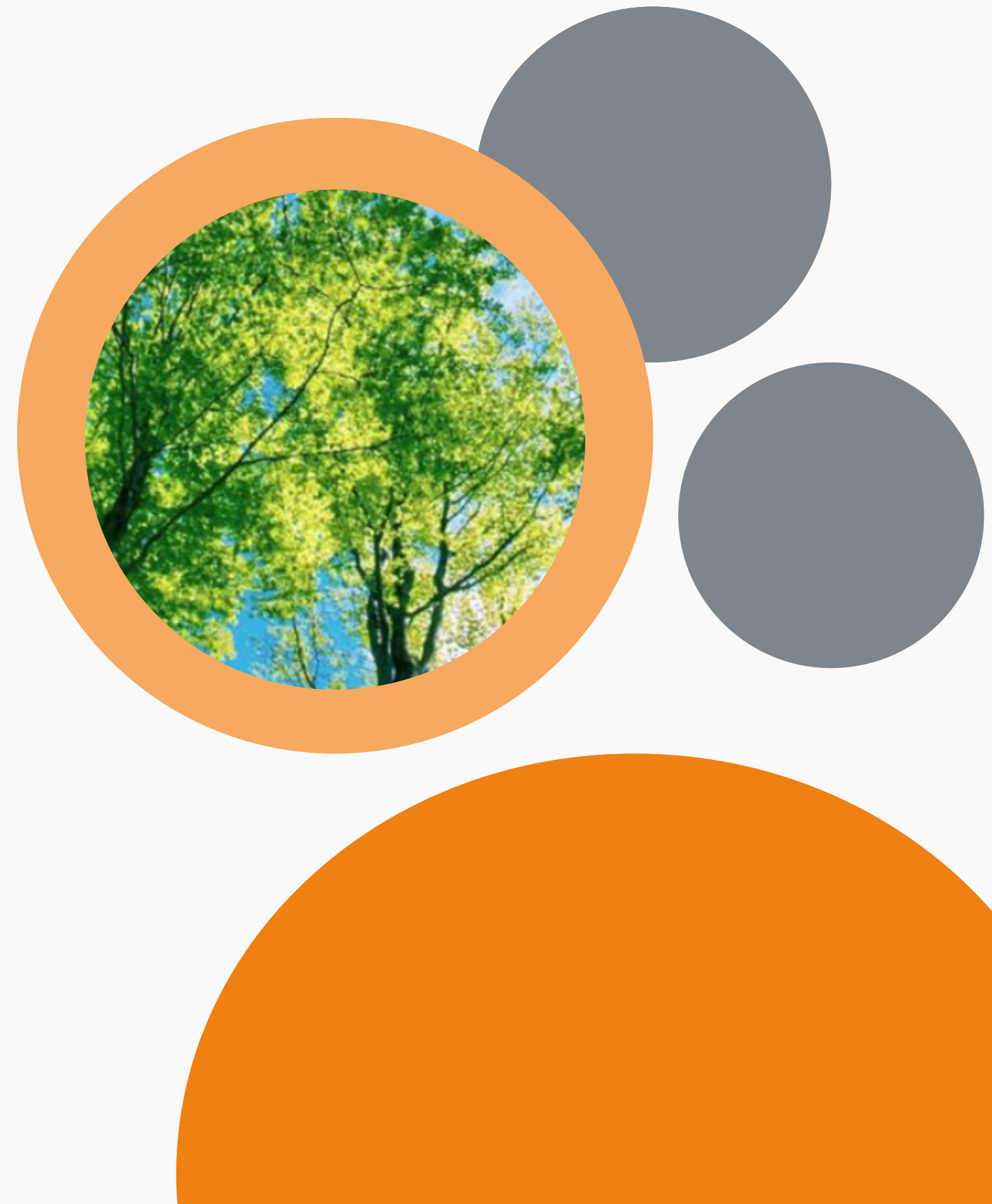
DIALOGUE AND FREEDOM OF ASSOCIATION



- The right to association and local unions must be respected.
- Management must put in place different means to encourage dialogue between employees and management.
- Regular meetings should be held by management to inform employees on topics such as safety, working conditions, the work environment, and company performance.
- Clayens encourages consultation processes between employees and management.

ENVIRONMENT

- Compliance with environmental regulations is a fundamental requirement.
- The supplier must implement an environmental management approach and various initiatives to reduce energy consumption, water consumption, and waste production.
- The CLAYENS group encourages its suppliers to engage in an ISO 14001 certification process.



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THANKS

OF YOUR COLLABORATION

