



# Presentation

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# Introduction

Clayens firmly believes that sustainable development is a key success factor for long-term business partnerships. In this respect, Clayens NP has integrated Corporate Social Responsibility (CSR) into its strategy and culture. An effective management policy has been implemented to gradually roll out these principles.

Clayens also recognizes that, to be 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 NP will carry out on-site audits to verify suppliers' compliance with our requirements.

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

# What are the benefits of a CSR approach?





# MANAGEMENT RESPONSIBILITY/COMM UNICATION

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



# ETHICS AND COMPLIANCE



- For Clayens NP, compliance with legal and regulatory requirements is a basic requirement.
- Management must ensure compliance with CSR requirements using appropriate tools, such as procedures and verification mechanisms.
- Ethical requirements must be communicated to all employees.
- A continuous regulatory watch must be maintained on applicable laws and regulations.
- It is essential to avoid offering, requesting or receiving bribes or any other unfair advantage in any form.
- Any breach of regulations must be reported to customers.
- A system must be put in place to enable employees to report, confidentially, any compliance issues.

# WORK FORCE AND HUMAN RIGHTS

Respect for human rights is a minimum requirement for all Clayens NP partners.

Forced labor is strictly prohibited.

All forms of child labor are prohibited.

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

# HEALTH AND SAFETY



- The work environment must guarantee employee health and safety.
- The company must have a management system for managing and reporting health and safety incidents.



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



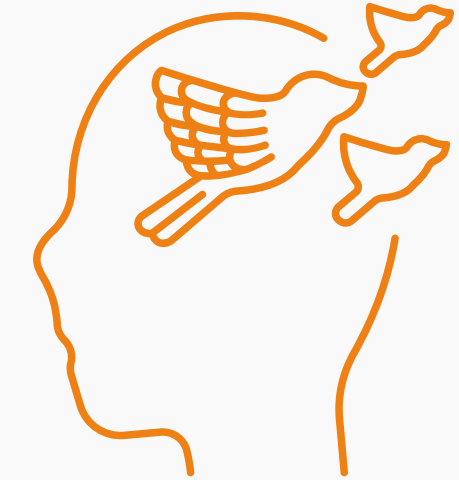
# FIGHT AGAINST DISCRIMINATION

- Bullying and harassment are strictly forbidden. Any discrepancies must be reported to management.
- Recruitment decisions must be based on qualifications.
- All forms of racial, gender and sexual discrimination are prohibited.
- Cultural differences must be respected.
- Parity must be managed and promoted by management.

# WORKING CONDITIONS

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

# DIALOGUE AND FREEDOM OF ASSOCIATION



- The right of association and local trade unions must be respected.
- Management must put in place various means to encourage dialogue between employees and management.
- Regular meetings must be organized by management to inform employees on subjects such as safety, working conditions, the working environment, and company performance.
- Clayens NP 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 NP group encourages its suppliers to commit to an ISO 14001 certification process.







# Thank you

FOR YOUR COLLABORATION

