



CHARTER FOR SUSTAINABLE DEVELOPMENT FOR CLAYENS NP'S SUPPLIERS AND CONTRACTORS

INTRODUCTION

Sustainable development is a driver of CLAYENS NP's strategy. It means strongly and actively responding to CLAYENS NP's stakeholders' social needs and expectations and anticipating new environmental, social and economic developments. By joining the United Nations Global Compact initiative, which invites companies to embrace, support and enact a set of core values in the areas of human rights, employment standards, environment and ethics, CLAYENS NP is committed to the highest standards of business conduct and ethics, which are summarized in CLAYENS NP's Code of Ethics. The Code of Ethics provides the reference for proper conduct in day-to-day business for every employee of CLAYENS NP.

In addition, CLAYENS NP has implemented a sustainable development policy having Sourcing as one of its key components. CLAYENS NP therefore requests its Suppliers and Contractors to take part in this initiative by committing themselves in a continuous improvement approach towards the principles listed in this Charter for Sustainable Development.

PRINCIPLES

For all the principles listed in the following sections, CLAYENS NP's Suppliers and Contractors should at least be compliant with the United Nations' Universal Declaration of Human Rights, the International Labour Organization's Fundamental Conventions, the Guiding Principles of the Organisation for Economic Co-operation and Development (OECD), the rules of conduct of the International Chamber of Commerce (ICC) and any other relevant international convention and national and local regulations, which are applicable to their activities in the country(ies) in which they operate. If the principles promoted by CLAYENS NP in this Charter for Sustainable Development are more demanding, these will take precedence.

1- LABOUR STANDARDS

CLAYENS NP's Suppliers and Contractors shall in particular comply with the following:

- Elimination of all forms of illegal, forced or compulsory labour;
- Elimination of child labour: CLAYENS NP's Suppliers and Contractors shall not employ persons not having reached the minimum age required for work and shall never support the use of child labour, except as part of an official government approved educational youth training scheme;
- Elimination of discrimination of any kind in respect of employment and occupation;
- Compliance with applicable laws and regulations related to maximum working hours and minimum days of rest;
- Compliance with applicable laws and regulations related to the minimum level of wage;
- Respect for freedom of association for their employees, in compliance with applicable laws;
- Compliance with applicable laws and regulations related to layoff.

2- ETHICS

CLAYENS NP's Suppliers and Contractors shall strictly comply with all applicable legal requirements related to their activities and business environment and with CLAYENS NP's commitments to international conventions.

In particular, in relation to the following fields, CLAYENS NP has the following requirements from its Suppliers and Contractors:

Competition: compliance with all applicable laws and regulations related to fair competition.

Corruption: compliance with all applicable laws and regulations on corruption, bribery and extortion. Notably, CLAYENS NP's Suppliers and Contractors must not offer on their own behalf or on behalf of CLAYENS NP, directly or indirectly, any pecuniary or other advantage to CLAYENS NP employees, a public official, a political party, an employee or agent of a customer in the public or private sectors, with a view to obtaining or retaining business or securing any facility or favour that infringes regulations.

Money laundering: compliance with all laws related to money laundering. CLAYENS NP's Suppliers and Contractors shall not be involved in, or support money laundering practices.

Conflicts of interest: avoidance, identification and disclosure of situations where there is an actual or potential conflict of interest with CLAYENS NP employees or their relatives that could adversely affect their business actions or decisions.

Gifts and hospitality: refraining from offering gifts and hospitality to CLAYENS NP's employees. CLAYENS NP will refuse all gifts and hospitality that are not of reasonable, modest and symbolic value, nor occasional, transparent and cannot be reciprocated. CLAYENS NP's employees must comply with the Group Instruction for Gifts and Hospitality.

For information, the document can be read on the CLAYENS NP internet website.

3- ENVIRONMENT

CLAYENS NP's Suppliers and Contractors shall implement and/or pursue initiatives that contribute to the preservation of the environment and mitigation of their impact on natural resources to the maximum possible extent.

CLAYENS NP's Suppliers and Contractors shall limit the amount of waste material generated from their operations and ensure the disposal of such waste in a manner that is respectful to the environment.

CLAYENS NP's Suppliers and Contractors shall avoid the use of toxic substances wherever possible. In the event no alternative is available, CLAYENS NP's Suppliers and Contractors shall minimise the use of toxic substances and ensure their safe handling and disposal. In relation to any other hazardous substances, elements or wastes that are restricted, CLAYENS NP's Suppliers and Contractors shall strictly comply with all applicable law.



CLAYENS NP's Suppliers and Contractors shall promote the development of environment friendly technologies (e.g. controlling pollutant, CO2 emissions, etc.) as well as energy saving and recycling solutions, and implement logistics strategies that minimize environmental impact (notably with respect to storage, transshipment and transportation).

4- OCCUPATIONAL HEALTH AND SAFETY

CLAYENS NP's Suppliers and Contractors shall ensure that their activities are safe for the health of their employees, their own contractors, the local community and the users of their products.

CLAYENS NP's Suppliers and Contractors shall adopt a proactive attitude to health and safety issues. Risks linked to their activity shall be identified, evaluated and either eliminated or mitigated. CLAYENS NP's Suppliers and Contractors shall take appropriate measures to limit and, where practicable, avoid such risks.

CLAYENS NP's Suppliers and Contractors shall avoid substances dangerous to their employees' health and safety. These include, but are not limited to, Carcinogenic, Mutagenic and toxic to Reproduction (CMR) substances.

CLAYENS NP is working actively to continuously improve the safety of all people working on its sites or the site of its customers. When performing work at sites,

CLAYENS NP's Suppliers and Contractors are expected to achieve high standards of occupational health and safety, because people's physical integrity (safety) may be at stake. In this respect, CLAYENS NP's Suppliers and Contractors are responsible for immediately notifying the existence of any abnormal situation observed to the relevant CLAYENS NP managers at the affected site.

When a contract involves high-risk activities, CLAYENS NP's Suppliers and Contractors shall commit to meet the specific CLAYENS NP safety requirements provided by CLAYENS NP.

5- PRODUCTS AND SERVICES

CLAYENS NP's Suppliers and Contractors shall integrate environmental, health and safety criteria into the development of their products and services in order to eliminate or mitigate negative environmental, health and safety impacts from their products during their total life cycle, while maintaining and/or improving the quality of usage of their products.

Suppliers shall prove that their products comply with the European Directive (2011/65/EU) RoHS II and the European Regulation (1907/2006/EC).

CLAYENS NP's Suppliers and Contractors shall never use asbestos in any equipment and packaging supplied.

CLAYENS NP's Suppliers and Contractors are encouraged to propose eco-designed, environmentally friendly and socially responsible products and services.



IMPLEMENTATION AND CONTINUOUS IMPROVEMENT

This Charter for Sustainable Development constitutes an integral part of all contractual documents entered into between CLAYENS NP and its Suppliers and Contractors. CLAYENS NP requires its Suppliers and Contractors to hereby represent and warrant to cascade the principles contained in this Charter for Sustainable Development to their own suppliers and contractors and to implement a similar continuous improvement and compliance approach.

By adhering to this Charter for Sustainable Development, each Supplier and Contractor of CLAYENS NP accepts to be assessed or audited by CLAYENS NP or by a third party mandated by CLAYENS NP on the above-mentioned principles.

Compliance and improvement towards the above-mentioned principles is part of CLAYENS NP's Suppliers and Contractors overall assessment. Suppliers and Contractors shall freely determine their appropriate improvement action plans to increase their performance in the field of sustainable development.

Since CLAYENS NP is building its relationship with its Suppliers and Contractors in a continuous improvement approach, CLAYENS NP may support its Suppliers and Contractors in the definition and implementation of action plans aimed at improving their performance in the fields envisaged by this Charter for Sustainable Development.

UNDERTAKING

Implementation and continuous improvement of the principles set out in this Sustainable Development Charter are the axioms of sustainable development policy implemented by CLAYENS NP. Submission of a tender or offer to CLAYENS NP and/or entry into a contractual relationship with CLAYENS NP endorses the undertaking of each supplier and subcontractor to comply with the principles embodied in this Sustainable Development Charter and to cooperate with CLAYENS NP in executing, when required, an action and performance enhancement plan consistent with these principles.

I HEREBY ACKNOWLEDGE that I am an authorized representative of the company referenced below, have carefully reviewed and understood the substance of the above document, and confirm that this company is in full compliance with CLAYENS NP's Charter for Sustainable Development.

Supplier Company Name:

Supplier representative name:

Title of supplier representative:

Date:

Signature: