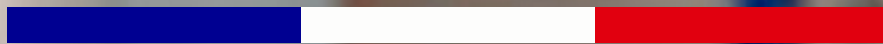


Tecofi

VALVE MANUFACTURER - FRANCE



*Sustainable
Supplier
Charter*

TECHNICAL EXPERTISE
SINCE 1985

70 %
INTERNATIONAL ACTIVITY

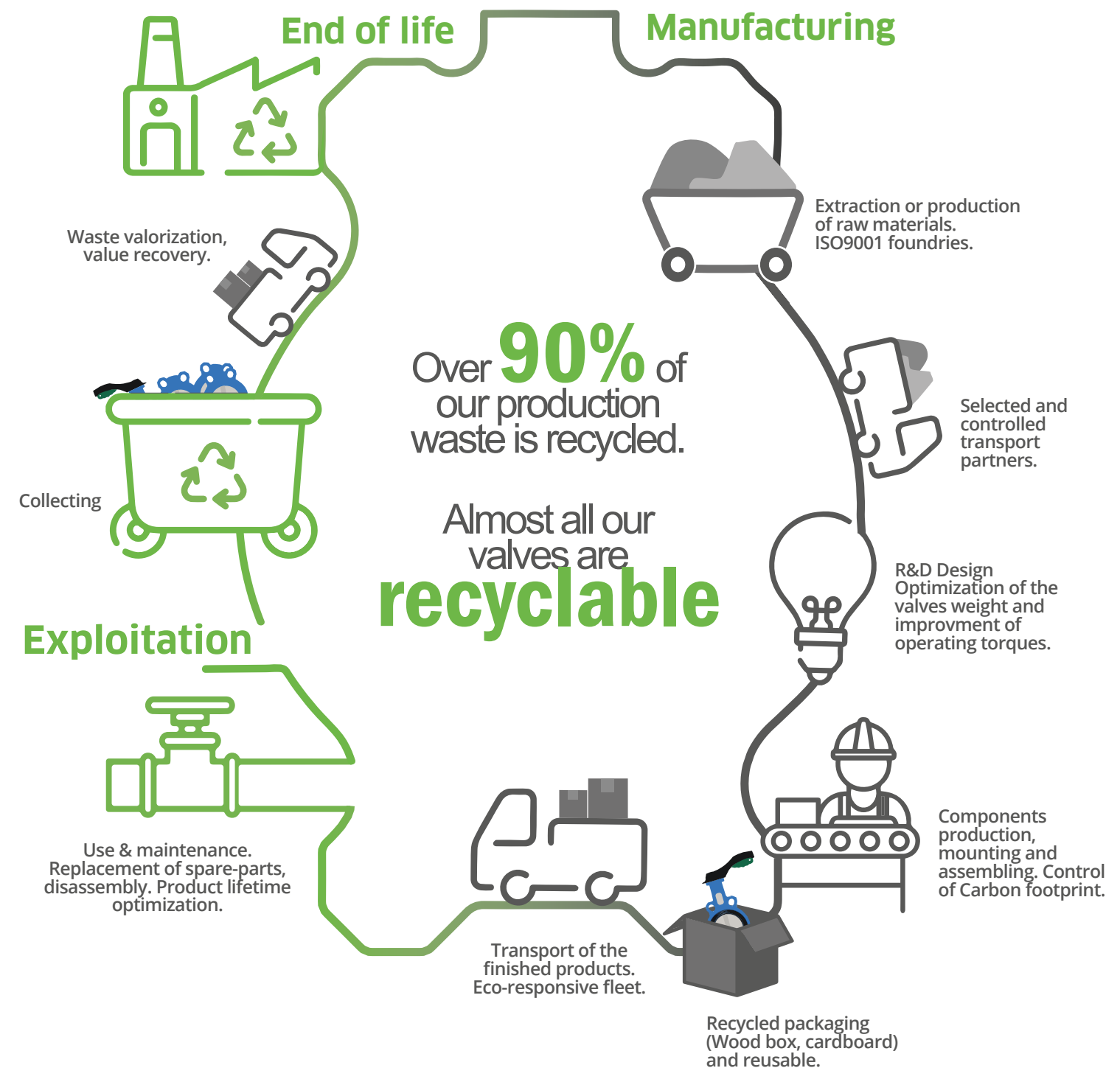
LOCATED IN
110
Countries



Almost 40 years of
TECHNICAL EXPERTISE!

Valve Designer and Manufacturer since 1985, we are today a key actor in the French Market and all around the World.

LIFE CYCLE OF OUR VALVES



Committing to a sustainable value chain

The TECOFI Group and its 250 employees dedicate themselves every day to achieving a balance between performance, social responsibility and compliance. The group places a particular importance on environmental responsibility, ensuring favorable working conditions for its employees, and ethical practices throughout its value chain.

TECOFI's purchasing plays a crucial role in its sustainable development strategy, contributing positively to the global performance of its partners. As a manufacturer, our Group ensure the equipment and solutions we offer to our customers meet our high sustainable development standards.

The Sustainable Supplier Charter formalizes the requirements that TECOFI imposes on its partners. We consider these principles as basics of a sustainable business relationships and must be integrated permanently into purchase contracts.

It will strengthen the relationships of trust established between TECOFI and its partners, particularly suppliers and customers.

Fabien Fayard and Jean-Charles Viretti
Chief Executive Officer and Purchase & Procurement Director

Foreword

For over 38 years, TECOFI has been designing, manufacturing and marketing valves for the water, construction and industrial markets. As an independent French manufacturer, we contribute to the supply of equipment dedicated to ecological transformation.

TECOFI's CSR charter reflects our commitment to responsible and sustainable growth. It presents the values, principles and standards that we have committed to respect in our activities, as well as the measures we are taking to put them into practice. We believe that integrating responsible practices into our strategy is essential to ensure the prosperity of our stakeholders, including our customers, employees, and suppliers.

We are constantly seeking ways to improve our CSR performance and are proud of our fundamental values of integrity, transparency with our partners, respect for human rights, and environmental protection.





Building a Sustainable Relationship with Suppliers

Our company TECOFI is convinced that developing sustainable relationships with our suppliers is essential to maintaining a high level of product and service quality, as well as achieving ambitious CSR goals.

Therefore, we are committed to working with suppliers who share our values and offer them opportunities for training and professional development to help them improve their performance and adopt sustainable business practices. Our suppliers are encouraged to comply with the strictest ethical and environmental standards in their activities. To ensure this, we regularly conduct supplier audits.

We work with our suppliers to minimize our collective environmental footprint and collaborate with them to find ways to optimize costs.

Finally, TECOFI is committed to regularly evaluating the performance of its suppliers in terms of CSR. We have put in place a rigorous evaluation process to assess our suppliers' compliance with the strictest ethical and environmental standards.



Human Rights Compliance

TECOFI is committed to upholding human rights in all its activities. We ensure that our employees work in a safe and comfortable environment, providing them with personal protective equipment and training on health and safety. We are also committed to preventing harassment and creating a positive social climate.

CHILD LABOR

The supplier undertakes to comply with the minimum age standards for employment, as defined by the Convention on the Rights of the Child (Article 32) and the International Labor Organization (ILO), by not employing individuals who have not reached the legal age to work in the country where the work is being carried out.

FORCED LABOR

The supplier undertakes not to use forced or compulsory labor as defined in ILO conventions, which refers to any work or service required from an individual under the threat of any penalty, and without the individual

having offered themselves voluntarily. Additionally, the supplier must comply with local legislation aimed at combating modern slavery.

DISCRIMINATION

The supplier must ensure that there is no discrimination based on race, gender, religion, political opinions, national descent or social origin that could alter equal opportunities or treatment in employment or occupation. Furthermore, they are required to comply with local laws related to employment of persons with disabilities and the fight against all forms of discrimination.

Working Conditions

The Supplier guarantees safe working conditions for all its employees. We are committed to complying with labor standards regarding working hours and paid leave.

We also encourage our employees to actively participate in the life of the company and express their opinions and concerns. We also offer them training opportunities to help them grow their skills and progress in their careers.

HEALTH AND HARASSMENT

We also guarantee the safety of our employees in the workplace. Programs for the prevention of accidents and occupational illnesses are carried out, and we encourage our employees to report any incidents (abuse, physical sexual, psychological or verbal nature).

WORKING TIME AND WAGES

The supplier must comply with local regulations regarding working hours, including overtime. In the absence of national laws, ILO standards shall apply. Additionally, the supplier must also comply with local legislation on minimum wages, social benefits, and overtime pay, and must commit to paying employee salaries on a regular basis and providing clear information on their remuneration terms. In summary, the supplier must adhere to rules governing work hours and compensation, and ensure that their employees are treated fairly and equitably.

SOCIAL DIALOGUE

Finally, we are committed to respecting the rights of our workers and ensuring their freedom of association and collective bargaining, in accordance with international labor standards.



Environment

TECOFI is aware of the impact its activities can have on the environment. Therefore, we are committed to minimizing our environmental footprint and promoting sustainable business practices. We pledge to abide by the strictest environmental standards, including water management, waste management, and reduction of greenhouse gas emissions.

We also aim to incorporate environmental considerations in all aspects of our supply chain. We encourage our suppliers to adopt sustainable business practices and reduce their environmental footprint.

Finally, we are committed to promoting the use of renewable energy sources.

ENVIRONMENTAL MANAGEMENT

The Supplier must implement an appropriate environmental management system to identify, assess, prevent, and reduce the negative environmental impacts of its activities and products. It must control the consumption of energy, water, and raw materials in order to optimize the sustainable use of resources in its activities. The Supplier must comply with all applicable laws and regulations regarding environmental protection.

CLIMATE CHANGE

The Supplier is encouraged by TECOFI to set measurable targets for reducing greenhouse gas emissions in accordance with the Paris agreements, notably by joining the Science Based Targets initiative.

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Ethics and compliance

TECOFI is committed to upholding the highest ethical standards in all our business activities. We are determined to fight against corruption, comply with applicable laws and regulations, and promote integrity and transparency in all our interactions.

We also encourage our employees to report any ethical violations or suspicious activities.

CORRUPTION

The supplier must conduct its business with integrity and impartiality, in compliance with applicable anti-corruption laws and regulations, and reject any form of corruption. It is important to ensure that negotiations and the execution of contracts do not lead to illegal practices such as corruption or influence peddling, which are considered offenses under French and applicable laws.

GIFT AND TRAVEL

The supplier is required not to offer, request, or accept directly or indirectly any gifts, invitations, or any other advantage that could have an impact on a business relationship or be perceived as such. Acceptable gifts and invitations must be of negligible value and must not have the ability to influence the person receiving them.

CONFLICT OF INTERESTS

Situations likely to present a risk of real or apparent interference between the personal interest of an employee or his

or her close relatives and the interests of the Group are to be avoided. The mere appearance of a conflict of interest is harmful. The Supplier undertakes to inform TECOFI of any situation where there could be a real or potential conflict of interest with the Group's employees or their close relationships for circumstances to be duly analyzed on a case-by-case basis. The persons informed must be the contact person within TECOFI, as well as at least one of the following persons: the manager of his contact at TECOFI, the ethics correspondent, the legal director, or the ethics and compliance officer.

COMPETITION AND ANTITRUST

The supplier must act in compliance with competition laws and regulations, and ensure healthy and effective competition in its environment. It is essential that the supplier does not solicit or disclose any information that would violate competition laws.

DUTY OF CARE

The Supplier must ensure that its business

partners, including suppliers, service providers, contractors, and subcontractors, adhere to the same ethical standards and social responsibility requirements regarding human rights, fundamental freedoms, health and safety, and environmental protection in all countries where they operate.

INSIDER TRADING

The Supplier and its employees undertake not to disclose nor use, directly or indirectly, any information likely to have an impact on the share price of TECOFI. The Supplier and its employees shall comply with applicable legislation on insider trading. They shall refrain from disclosing or using confidential documentation and information obtained in the context of their business relationship with TECOFI as a basis for transactions or to enable third parties to trade in TECOFI shares or related financial instruments.

COMPETITION AND ANTITRUST

The supplier must act in compliance with competition laws and regulations, and ensure healthy and effective competition in its environment. It is essential that the supplier does not solicit or disclose any information that would violate competition laws.

TRADE CONTROLS : EXPORTS AND IMPORTS

The Supplier undertakes to comply with laws and regulations related to exports and imports, and agrees to provide all necessary information regarding the goods and services supplied, particularly for obtaining export or import licenses or agreements where applicable.

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PROTECTION OF INFORMATION AND DATA

The Supplier commits to handling information in a responsible and reasonable manner, and ensuring appropriate handling of sensitive information, including confidential, proprietary, and personal data. This information should not be used for purposes other than those for which it was provided. The Supplier must safeguard all confidential or proprietary information, including personal data, against unauthorized access, destruction, misuse, alteration, and disclosure, by utilizing suitable physical and electronic security procedures. If a cyberattack occurs, the Supplier must promptly inform TECOFI. The Supplier must comply with the applicable legislation on data protection and privacy.

WHISTLEBLOWING

TECOFI encourages the Supplier to establish a clear process enabling its employees, suppliers, service providers, contractors, subcontractors, and any other person to raise queries or concerns, particularly in terms of ethics, without prejudice to the person who raised the alert.



Product and Product Information

HEALTH, SAFETY AND ENVIRONMENTAL RISKS RELATED TO THE PRODUCT

The Supplier must consider environmental, health, and safety criteria when purchasing products and services, as well as in the design, production, and implementation of its own products and services to reduce their impact in these areas throughout their life cycle, while maintaining and/or improving their quality. The Supplier also undertakes to inform TECOFI of the presence of hazardous chemical substances that may be released during the life cycle of the products supplied and not to supply TECOFI with any product likely to contain substances prohibited by the laws applicable in the country or countries of destination of the product. In particular, the Supplier complies in Europe with Regulation No. 1907/2006/EC, known as the «REACH» Regulation, amended in 2018 by Regulation No. 2018/675/EU, and Directive 2017/2102/EU amending Directive 2011/65/EU, known as the «RoHS» Directive.



Communication & Reporting

TECOFI believes that transparency is essential to responsible business practices. We are committed to openly and honestly communicating about our CSR policies, practices, and performance.

We regularly report on our progress towards our CSR goals and we welcome feedback from our employees, customers, and suppliers.

Continuous Improvement

TECOFI is committed to continuous improvement in all aspects of our business. We recognize that responsible practices require ongoing evaluation, adaptation, and continuous improvement. We set ambitious goals for ourselves and regularly measure our progress towards those goals.

Conclusion

We are aware of our impact on the environment and are committed to minimising our environmental footprint and promoting sustainable business practices.

At TECOFI, we believe that responsible business practices are essential to building a sustainable company.

This CSR charter describes our commitment to responsible practices and sets out our expectations for ourselves and our partners.

TECOFI Commitment

By accepting this Charter, the Supplier commits to respecting and implementing all the principles outlined therein, as well as ensuring that its own suppliers also respect and implement them, in accordance with their contractual commitments, and to comply with all applicable laws and regulations. If the Supplier fails to comply with the provisions of the Charter, its commercial relationship with TECOFI may be reviewed and corrective measures may be taken, subject to the provisions of the corresponding contracts. TECOFI, for its part, commits to respecting and implementing these principles, as well as ensuring their compliance and implementation by its own suppliers, subcontractors, and service providers. The Group considers sustainable

development to be a key driver of its growth and applies these principles daily in all its commercial activities. With this in mind, TECOFI aims to assist its suppliers in continuously improving their sustainable development performance. Therefore, in 2022, TECOFI decided to evaluate its suppliers' sustainable development performance by using the EcoVadis platform and conducting targeted audits.

This Charter shall not contradict any existing contractual commitment between the Supplier and TECOFI. Unless otherwise provided for in the contracts, Suppliers are bound, in the event of a conflict, to comply with the terms of the contracts. The Charter should be associated systematically with purchasing contracts.

Name:

Address:

Contact:

Date:

Sign and stamp:

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Besoin d'une réponse rapide ?
Need an reply?

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