

# SUSTAINABLE SUPPLIER RELATIONS CHARTER

## VINCI Energies Europe East

VINCI Energies is committed to sustainable sourcing and to the continuous improvement of social and environmental standards in its supplier network. With this Charter, VINCI Energies wishes to align all its suppliers with its approach of continuous improvement, and thus requires that all suppliers:

### ENVIRONMENT:

in accordance with the "[VINCI Environmental guidelines](#)" and the "[VINCI environmental ambition](#)":

#### ANTICIPATE THE ENVIRONMENTAL IMPACT

- Take measures to assess and be transparent regarding emissions in your own business activities, including the value chain.

#### REDUCE THE IMPACT OF OUR ACTIVITIES

- Reduce direct and indirect greenhouse gas emissions in accordance with the Paris Agreement.
- Strive to achieve the highest environmental standards in terms of conservation of natural resources, waste management and protection of biodiversity.

#### USE ENVIRONMENTALLY COMPATIBLE RESOURCES

- Use resources responsibly, reduce and recycle the waste in the entire value chain.
- Be conscious regarding the design or use of materials and resources of goods with the entire lifecycle in mind.

#### PRESERVE NATURAL ENVIRONMENT

- Preserve the biodiversity, reduce the water footprint, and control the risks of water and soil pollution.

### HUMAN RIGHTS:

in accordance with "[VINCI's Guide on Human rights](#)" and the "[VINCI Declaration on Essential and Fundamental Actions Concerning Occupational Health and Safety](#)":

#### RESPECT THE FUNDAMENTAL PRINCIPLES OF HUMAN RIGHTS AND LABOUR LAW

- Work for the continuous improvement of working conditions for employees, in accordance with the declaration of the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work.

#### COMPLY WITH SAFETY RULES FOR PEOPLE AND INSTALLATIONS ON ALL SITES

- Comply with the local and client regulations linked to any health or safety risks for workers and train the workers accordingly.

#### PROMOTE EQUAL EMPLOYMENT AND INTEGRATION

- Provide the employees with equal treatment and equal opportunities and refrain from any discrimination in recruitment, remuneration, etc.

#### SOURCE MINERALS RESPONSIBLY

- Avoid the use of minerals from conflict-affected and high-risk areas that contribute to human rights abuses, corruption, the financing of armed groups or other similar negative effects.

### ETHICS:

in accordance with "[VINCI's Code of Ethics and Conduct](#)" and the "[VINCI Anti-corruption Code of Conduct](#)":

#### COMPLY WITH LAWS AND REGULATIONS RELATED TO ANTI-CORRUPTION AND COMPETITION

- Prohibit abusive or illegal behavior and anti-competitive practices or practices that restrict competition, fight against corruption, and prevent conflicts of interest.

#### ENGAGE IN FAIR TREATMENT IN COMMERCIAL RELATIONSHIPS

- Conduct business interactions with a commitment to equity, transparency, and integrity.

#### COMPLY WITH THE DATA PRIVACY REGULATIONS

- Ensure the protection of data privacy and security, in accordance with the General Data Protection Regulation and other applicable data privacy regulations

#### ENSURE AT EVERY STAGE THAT THEIR OWN SUPPLIERS COMPLY WITH THE SAME REQUIREMENTS

- Ensure that their suppliers comply effectively with the requirements stated in this Sustainable Supplier Relations Charter all along their value chain

By signing below, supplier acknowledges the requirements mentioned in this Charter. In the event of any non-compliance, the supplier commits to implement a corrective improvement plan.

Signed for and on behalf of Supplier

Signed for and on behalf von VINCI Energies

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_