

CSR PURCHASING CHARTER



INTRODUCTION

As a European leader in temperature-controlled transport and logistics, we are strengthening our CSR approach and have implemented a new STEF Ethics and Business Conduct Charter. This charter incorporates the rules of good conduct applicable within the Group and brings together the commitments, requirements and rules of conduct that must guide all our employees in their daily actions. It also contains the provisions of the Sapin II law relating to transparency, the fight against corruption and the modernisation of economic life.

Thus, we place sustainable development at the heart of our strategy and we view it as a means of creating value for not only our company, but also for all our stakeholders.

Our sustainable development approach rests on three pillars:

- reducing the environmental impact of the Group's activities;
- promoting and implementing socially responsible and civic practices;
- developing innovative, efficient and sustainable solutions.

As you are one of our company's suppliers, we want to build with you a sustainable business relationship based on shared values, rules and codes of conduct.

This is why we would like our partnership to be governed by an approach that is coherent with our CSR and sustainable development strategy.

As such, we ask that you actively commit to respecting the best socially responsible, environmental, societal and business ethics practices by subscribing to the provisions of this Charter.

Stanislas Lemor
Chief Executive Officer

Frekia GHEZZAL
Purchasing Director

Our commitment:

To reduce the impact of our activities on the environment by maximising the energy efficiency of all equipment and buildings through the use of innovating alternative technologies and the adoption of operational practices aimed at the continuous improvement of economic and environmental performance.

We expect our suppliers to commit to environmental responsibility in their approaches, and particularly:

- ✓ To comply with all environmental regulation applicable to their activities ;
- ✓ To adopt a continuous improvement approach so as to limit their direct impact on the environment, including:
 - Energy usage ;
 - CO₂ emissions ;
 - Direct discharge of pollutants into the natural environment;
 - Noise level ;
 - Use of toxic substances ; waste generation.
- ✓ To the extent possible in view of the size and activities of the supplier, to incorporate environmental criteria into designing products and services relating to, among others:
 - resource and energy saving ;
 - substitution of dangerous or hazardous substances used ;
 - reducing CO₂ emissions and other polluting discharges.
- ✓ To certify the compliance of products with the provisions of the directives relating to the control of dangerous or hazardous chemicals (REACH) and the RoHS directive.
- ✓ To supply STEF only with asbestos-free products.

PROMOTING AND IMPLEMENTING SOCIALLY RESPONSIBLE AND CIVIC PRACTICES

Our commitment:

To ensure that employees are treated respectfully and equally, in full respect of their individual rights and freedoms, and by encouraging their involvement and development, both professional and personal, within the company.

We expect our suppliers to show a commitment to respect employees' rights and their well-being at work, particularly with regard to the following areas:

Protection of employees and lawful employment

- ✓ Prohibit illegal employment, hiring workers illegally or without declaring their employment to the authorities of the country or countries where the supplier operates, and resorting to forced labour;
- ✓ Comply strictly with all regulations relating to maximum working time, minimum salary and remuneration for overtime; and to public policy legal provisions in general.

Health and safety at work and professional development

- ✓ Pursue a proactive policy regarding work safety;
- ✓ Ensure that employees have the training and qualifications necessary to perform their duties, particularly with regard to the transport and logistics sector;
- ✓ Ensure that every effort is made in the provision of individual and collective protection in order to minimise and manage risks and hazardous or dangerous situations.

Fight against discrimination

- ✓ Fight against any discrimination on the grounds of actual or assumed belonging or non-belonging to an ethnic minority or race, religion, belief, age, disability, sexual orientation or gender;
- ✓ Promote and facilitate the employment of people with disabilities, in accordance with applicable local legislation;
- ✓ Respect employees' right of free assembly.

In this respect, our suppliers undertake to respect and ensure respect for the applicable legislation and the fundamental conventions of the International Labour Organisation (ILO).

DEVELOPING INNOVATIVE, EFFECTIVE AND SUSTAINABLE SOLUTIONS

Our commitment:

To give preference to suppliers who offer innovative, effective and sustainable solutions.

We expect our suppliers to be proactive:

- ✓ By offering alternative, more effective and less impactful solutions
- ✓ All the while meeting the expectations set out in the specifications for the calls for tenders; particularly with regard to quality, effectiveness, deadlines and production cost

BUSINESS ETHICS

Our commitment:

To establish honest, sustainable and equal relationships with our suppliers, in compliance with all applicable laws and regulations.

We consider compliance with applicable laws and regulations to be absolutely crucial when entering into and fostering business relations with our suppliers and we expect the latter to adopt a high level of business ethics, particularly with regard to the following areas:

- ✓ Fulfilling their agreed contractual obligations;
- ✓ Complying with all the regulations that are applicable to their activities and making available to us all the appropriate documentation;
- ✓ Establishing procedures for business relations with their own customers and suppliers, particularly with regard to potential conflicts of interest;
- ✓ Only using means that are in compliance with legal and sound commercial practices, and refusing any unwarranted payment;
- ✓ Seeking to root out all forms of corruption and influence peddling.

COMPLIANCE WITH THE CHARTER AND CONTINUOUS IMPROVEMENT PROCESS

We expect our suppliers, their subsidiaries and their own suppliers and subcontractors to comply with the commitments in this charter.

Should this not be the case, we ask to be informed immediately so as to be able to examine any non-compliance in detail and be made aware of the progress that the supplier plans to achieve.

Our suppliers agree to be assessed by STEF or an authorised third party with regard to their compliance with the principles and commitments of the Charter, with the objective of continuous improvement. Following this assessment, the supplier is free to define the necessary action plans and must take responsibility for establishing them.

In case of serious and repeated non-compliance with the commitments of the STEF Ethics Charter and in the absence of a progress-orientated approach, STEF reserves the right to re-evaluate its commercial partnership with the supplier in question.