



# CORPORATE SOCIAL RESPONSIBLE CHARTER

GROUP PURCHASING DEPARTMENT



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# 1. Introduction

As a leading European specialist in temperature-controlled transport and logistics, we are strengthening our commitment to corporate social responsibility (CSR) by introducing a corporate social responsible charter that applies to the STEF Group and its suppliers. This charter ("Charter") sets out the standards of conduct that we uphold within the STEF Group ("Group") and outlines the commitments, requirements, and guidelines that should shape our relationships with our suppliers. This updated version of the charter demonstrates the STEF Group's dedication to addressing the challenges and requirements of the Corporate Sustainability Reporting Directive (CSRD).

We are placing sustainable development, along with our broader social and societal commitments, at the core of our strategy, viewing it as a key driver for value creation for our company and all our stakeholders, including our suppliers.

Our CSR approach is built on four pillars:

- Reducing the environmental impact of the Group's activities
- Promoting and implementing social and civic practices
- Developing innovative, effective, and sustainable solutions
- Upholding business ethics




As a supplier to the Group and its subsidiaries, you are an essential partner in our goal to build a sustainable business relationship founded on shared values, principles, behaviours, and responsible practices throughout the value chain.

To this end, we want our collaboration to align with our CSR strategy.

We ask that you actively commit to upholding the best social, environmental, societal, and business ethical practices by adhering to this Charter, which outlines the minimum requirements that STEF suppliers must meet.

Compliance with this Charter is one of our essential criteria for supplier selection.

You are required to ensure you are following the most up-to-date version of the Charter, which can be found on our website: [link](#)

<b>Stanislas LEMOR</b> Chairman and Chief Executive Officer	<b>Frekia GHEZZAL</b> Purchasing Director	<b>Bertrand BOMPAS</b> CSR Director	<b>Supplier</b>
			

*\* A Supplier is defined as any legal entity that provides goods/services to one or more entities within the Group. This includes all subcontractors engaged by the Group's subsidiaries.*



## 2. Reducing the environmental impact of the group's activities



### Our commitment:

To reduce the impact of our activities on the environment through energy optimisation of our equipment and facilities, the experimentation of innovative alternative technologies, and the implementation of operational practices aimed at the continuous improvement of both economic and environmental performance.

**We also expect our suppliers to commit to an environmental responsibility approach aimed at combating climate change, specifically by:**

- Complying with all applicable environmental regulations related to their activities;
- Implementing a continuous improvement process to minimise their environmental impacts, particularly concerning:
  - Energy consumption;
  - CO<sub>2</sub> emissions;
  - Direct pollutant discharges into the natural environment;
  - Noise levels;
  - The use of toxic substances;
  - Waste production.
- Integrating, as much as possible given the supplier's size and activity, environmental criteria into the design of products and services, particularly focusing on:
  - Resource and energy efficiency;
  - The substitution of hazardous substances used;
  - Reducing CO<sub>2</sub> emissions and other pollutant discharges.
- Certifying that products comply with the provisions of the regulations on the control of hazardous chemicals (REACH) and the RoHS directive.

The Group may request from its suppliers any legal and regulatory documentation related to the use of their resources.

Moreover, due to its temperature-controlled operations, the management of the cold chain and food safety is a priority for STEF. We ask our suppliers to comply with the applicable Food Safety Rules, as per the latest version available on the STEF website: <https://www.stef.com/corporate/en/our-commitments/our-commitments-our-suppliers/food-safety-rules-stef-group-suppliers>.



## 3. Promoting and implementing social and civic practices



### Our commitment:

To treat people fairly and with respect, safeguarding their rights and personal freedoms, while encouraging their involvement and growth, both professionally and personally, within the company.

We expect our suppliers to commit to upholding human rights, employee rights, and their well-being at work, specifically by:

#### Protection of human rights, employee rights, and work regularity

- Taking all necessary measures to ensure the protection of human rights and workers' rights by complying with and enforcing relevant national and international legislation and regulations, including those set forth by the International Labour Organization (ILO);
- Prohibiting any reliance on illegal work, including any illicit or unreported labour leasing to authorities in the countries where the supplier operates, as well as any form of forced or compulsory labour (including slavery, servitude, trafficking, or the illegal retention of workers);
- Strictly prohibiting the employment of children who have not reached the legal working age throughout the entire value chain;
- Fully complying with all applicable regulations regarding maximum working hours, minimum wage, and compensation for overtime, as well as generally adhering to public order legal provisions.
- Promoting and protecting employees' right to privacy

#### Health and safety at work and professional development

- Implementing a proactive policy on workplace safety;
- Ensuring that employees have all the necessary training and qualifications to perform their roles, particularly in the transport and logistics sectors;
- Making every effort to provide collective protective measures, as well as individual protections, to minimise and manage risks and dangerous situations.

### Combating discrimination and harassment

- Taking action against all forms of discrimination, intimidation, and harassment based on actual or perceived membership or non-membership in a particular ethnicity or race, religion, beliefs, age, disability, sexual orientation, or gender;
- Promoting the employment of people with disabilities, in accordance with applicable local laws;
- Respecting employees' rights to freely associate;
- Implementing all necessary measures to prevent and address situations of sexism, sexist behaviour, and sexual harassment.

In this regard, our suppliers commit to respecting and ensuring compliance with applicable legislation and the fundamental conventions of the International Labour Organization (ILO).

## 4. Developing innovative, efficient, and sustainable solutions



### Our commitment:

To prioritise suppliers that offer innovative and efficient solutions aimed at continuously improving the quality of services provided by the Group's entities, while delivering sustainable solutions that benefit our clients, the environment, and society.

### We expect our suppliers to be proactive in their proposals by:

- Offering alternative solutions that are more efficient and have a lower environmental impact;
- Ensuring compliance with the principles outlined in this Charter and the requirements set forth in the specifications for tenders, particularly regarding quality, efficiency, timelines, and cost.

## 5. Upholding business ethics



### Our commitment:

To establish honest, long-lasting, and equitable relationships with our suppliers while complying with all applicable regulations.

**We believe that compliance with applicable laws and regulations is absolutely essential for engaging in and maintaining business relationships with our suppliers. We expect them to uphold a high standard of business ethics, particularly by:**

- Honouring agreed contractual commitments ;
- Complying with all regulations relevant to their activities and providing us with any appropriate documentation upon request;
- Establishing procedures for their business relationships with their own clients and suppliers, especially regarding potential conflicts of interest;
- Using only means that adhere to lawful and fair business practices, and rejecting any improper remuneration;
- Combating all forms of corruption and adopting stringent behaviours to avoid any situations that may present a conflict of interest. [Link to the STEF Code of Ethics and Business Conduct](#);
- STEF provides an anonymous reporting system to report any acts of corruption or influence peddling occurring within the Group, or any actions that violate this Charter. This reporting system is available at: <https://stef.integrityline.org/>

### Compliance with the charter and continuous improvement

**We expect our suppliers, their subsidiaries, and their own suppliers and subcontractors to adhere to the commitments outlined in this Charter.**

If any non-compliance arises, we must be notified promptly so that we can accurately assess the points of non-compliance and understand the progress the supplier intends to make, along with the implementation methods.

Our suppliers agree to be evaluated by STEF or a third party designated by STEF to assess compliance with the principles and commitments of the Charter, with the aim of continuous improvement. Following this evaluation, the supplier is free to define the necessary action plans, communicate them to STEF, and implement them under their own responsibility.

