

# KEYES

DIGITAL SOLUTIONS

**Charte Achats  
Responsables**

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## 1 KEYES's commitments to its suppliers

See the KEYES website – [Responsible purchasing and supplier relations policy](#)

## 2 KEYES's expectations with regard to its suppliers

### 2.1 Environment

Compliance with the environmental laws and regulations in force in the countries in which they operate.

Control and/or minimization of the impacts of their activities and products on the environment throughout their entire life cycle, particularly in terms of consumption (water, energy and raw materials), greenhouse gas emissions, pollution (water, soil, air) and waste production (selective sorting, recycling).

### 2.2 Human rights and labor law

Application of the United Nations Guiding Principles on Business and Human Rights. These guiding principles clarify the terms of compliance with the Principles of the Universal Declaration of Human Rights (enacted by the UNO in 1948) and the Conventions of the International Labor Organization (ILO), regardless of the countries in which the suppliers operate, in particular:

- The prohibition on the use of forced or compulsory labor and mistreatment of employees. This includes the prohibition of all practices of modern slavery and human trafficking;
- The elimination of child labor;
- Absence of discrimination: no distinction, exclusion or preference shall be based on color, sex, age, language, religion, sexual orientation or identity, national or social origin, opinion or disability;
- Respect for health and safety by guaranteeing healthy, safe and dignified working conditions for staff;
- Decent wages and working hours including minimum wages that meet basic needs, and compliance with the regulations of the countries in which suppliers operate in terms of working hours and rest periods;
- Respect for freedom of expression, freedom of association and the right to collective bargaining.

### 2.3 Business ethics

Compliance with the laws and regulations in the countries in which the supplier operates. This includes, in particular:

- Combating all forms of corruption;
- The prohibition of all forms of anti-competitive practices;
- Compliance with the applicable rules on the confidentiality of any non-public information communicated and intellectual property rights.

### 2.4 Subcontracting

The promotion and application of the principles of the charter by their suppliers and subcontractors.

### 2.5 Progress initiatives

The implementation and communication of progress plans based on the expectations set out in this document and the supplier assessment.

## 2.6 Monitoring application of the charter

Provision of evidence of the application of the principles set out above.

KEYES's Responsible Purchasing charter is a common framework for our employees, our suppliers and service providers, which we want to integrate into our approach of continual improvement. Compliance with it is a determining condition for ensuring the continuity of our relationship.

In this way, KEYES affirms its desire to establish lasting relationships with all partners who share its values.

We hereby confirm:

- That we have received and taken full cognizance of KEYES's Responsible Purchasing charter;
- That we are committed to the implementation of these principles and that failure to comply with them may be considered a breach of our obligations, likely to result, depending on the seriousness of such non-compliance, in the termination of the contract;
- That we will therefore inform all our direct suppliers and encourage them to follow these principles.

Signature