

# Sustainable Purchasing Policy

EXOSENS is committed to conducting responsible and sustainable purchasing practices. We recognize the impact of our purchasing decisions on the environment, society, and the overall supply chain. This policy is applicable within the EXOSENS group companies and outlines our commitment to integrating sustainability principles into our purchasing processes and engaging with suppliers who share our dedication to responsible business practices.

We are also committed to transparent communication with our suppliers regarding our sustainability expectations and performance requirements. We communicate on our sustainability objectives to stakeholders and the public, a way for us to demonstrate our dedication to responsible purchasing practices.

## 1 Scope

---

This policy applies to the purchasing teams of all Exosens Group companies.

## 2 Compliance with Laws and Regulations

---

We adhere to all applicable local and international laws and regulations governing purchasing activities such as laws and regulations related to importation. This includes compliance with environmental, social, and ethical standards in the regions where we operate. Exosens strictly prohibits the purchase of conflict minerals and comply with all applicable laws and regulations regarding sourcing of minerals.

## 3 Supplier Assessment and Selection

---

We work collaboratively with our suppliers to promote continuous improvement in sustainability performance. This includes setting measurable targets, tracking progress, and implementing corrective actions when necessary. We encourage innovation and the adoption of best practices in sustainability.

Prior to engaging with suppliers, we assess their environmental, social, and ethical performance. To select a supplier, we have implemented a strong supplier pre-selection procedure carried out by the purchasing teams, in collaboration with the Research and Development and Technical departments. After assessing the technical competence of the companies, the following mandatory parameters are checked before starting any collaboration with the supplier:

- Environmental surveys such as Reach, RoHS or hazardous substances;
- Signature of an environmental commitment letter;
- Signature of non-disclosure agreement before any exchange of information;
- Authorization to operate if company subject to authorization;
- Certificate of incorporation

In relation to our CSR Strategy, we are committed to have 80 % of our strategic suppliers<sup>1</sup> committed to a CSR approach by 2027. We assess the CSR performance of our strategic suppliers by conducting audits

## 4 Environmental Impact

---

We are committed to minimizing the environmental impact of our supply chain as part of main environmental ambitions. We are also working to reduce our supply chain carbon emissions and scope 3 emissions.

## 5 Social Responsibility

---

We expect our suppliers to uphold and respect human rights, ensure health and safety, provide fair working conditions with minimum living wages, and prohibit practices such as child labour forced labour, corporal punishment, disciplinary practices and discrimination. Social responsibility is a fundamental criterion for selecting and maintaining relationships with our suppliers.

## 6 Ethical Business Practices

---

We only engage with suppliers who conduct their business ethically and transparently. This includes a zero-tolerance policy for bribery, corruption, and any form of unethical behavior. Suppliers are expected to share our commitment to integrity and honesty in all business dealings.

In relation with our CSR Strategy, we are committed to have 100% of partners<sup>2</sup> committed to respect of our Code of Ethics by 2025.

## 7 Training and Awareness

---

Trainings and resources are provided to our purchasing teams to enhance their understanding of sustainable purchasing practices. This includes fostering awareness of the importance of sustainability in purchasing decisions. We are also committed on several topics linked to human resources within our HR policy.

## 8 Validity and document management

---

This document is valid as of October 1<sup>st</sup>, 2023.

The owner of this document is the Group Purchasing Director, who must check the document at least once a year and, if necessary, update it.

---

<sup>1</sup> Strategic suppliers are suppliers with an annual volume of business above 100.000 € (equivalent in USD) or single source suppliers.

<sup>2</sup> Partners being defined as suppliers with an annual volume of business above 100.000 € (equivalent in USD) or single source suppliers

When evaluating the effectiveness and adequacy of this document, the following criteria need to be considered:

- number of employees and external parties who have a role in purchasing, but are not familiar with this document
- non-compliance of purchasing management with the laws and regulations, contractual obligations, and other internal documents of the organization
- ineffectiveness of purchasing management implementation and maintenance
- unclear responsibilities for purchasing management implementation

**Each Exosens employee shall be informed of this policy and agree to implement it as part of their professional activities within Exosens.**

**Approved by Jérôme Cerisier, CEO Exosens Group**

