

SUSTAINABLE PROCUREMENT CHARTER

Mobilize Financial Services

Preamble

This Mobilize Financial Services' Sustainable Procurement Charter defines the principles intended to ensure ethical and sustainable commercial relations between the companies of the Group and their suppliers of goods and services and subcontractors, in compliance with the applicable laws and regulations and the Group's commitments in terms of compliance and corporate social responsibility (CSR). These principles reflect the Group's commitment to making every effort to prevent and reduce the risks and serious breaches and violations of ethics, the environment and human rights associated with its activities, and to optimise its positive impact, throughout its value chains, as part of a responsible purchasing approach..

Objective :

- Share the Group's commitments with its suppliers and subcontractors, and ensure their involvement in sustainable development. Mobilize Financial Services Group thus expects its suppliers and subcontractors to comply strictly with the laws and regulations in force in the countries where they operate or provide services, as well as a commitment to work with the Group to implement compliance with the principles of its compliance programme and its CSR commitments, and if necessary, to take any appropriate corrective action as part of a continuous improvement approach.

MOBILIZE FINANCIAL SERVICES' COMMITMENTS TO ITS SUPPLIERS AND SUBCONTRACTORS

Mobilize Financial Services undertakes to :

- To develop sustainable business relationships that are conducive to the prevention and treatment of risks and issues relating to working conditions, environmental protection, business ethics and human rights.
- To maintain a constructive and open dialogue with its suppliers and subcontractors on their ability to meet their commitments, and to contribute, as far as possible and in a spirit of cooperation, to the development and implementation of appropriate action plans.
- Select its suppliers and subcontractors according to fair and impartial processes
- and according to predefined criteria and objectives;
- Promote social and environmental clauses in invitations to tender where this is possible
- and environmental clauses ;
- As far as possible, give preference to candidates with the best CSR performance
- (selective criterion in selection grids following calls for tender) ;
- Avoiding situations of economic dependence ;
- Identifying and preventing conflicts of interest in relations with suppliers and subcontractors;
- Make its buyers aware of its compliance program and its CSR commitments, and provide them with training.

COMMITMENTS EXPECTED FROM SUPPLIERS AND SUBCONTRACTORS TO MOBILIZE FINANCIAL SERVICES

The supplier/subcontractor recognises that its commitments on issues of human rights, working conditions, environmental protection and business ethics are essential obligations for the establishment and

The supplier/subcontractor acknowledges that its commitments to human rights, working conditions, environmental protection and business ethics are essential obligations in establishing and maintaining a business relationship with Mobilize Financial Services, and undertakes to act with transparency, good faith and cooperation to ensure compliance at all stages of the relationship.

The supplier/subcontractor undertakes to comply with all national and international standards applicable to its activities in the following areas and in particular:

a Social issues and human rights

- **Respect the principles of the United Nations Global Compact.**
- **Never tolerate any recourse in the context of its activities:**
 - child labour, except as permitted by ILO Conventions 138 and 182,
 - any form of practice described as modern slavery, forced, compulsory or clandestine labour as within the meaning of ILO conventions no. 29 and no. 105,
 - any form of physical, moral or sexual harassment, or any discrimination linked to gender, sexual orientation, age, family situation, pregnancy, physical appearance, nationality, trade union membership, ethnic origin or religion within the meaning of ILO Conventions 100, 111 and 156.
- **Guarantee decent working conditions and health and safety standards in accordance with**
- **OIT Conventions 102 and 155..**
- **Guarantee clear working hours, remuneration commensurate with the hours worked and equal pay, as well as breaks and holidays.**
- **Guarantee its employees a wage that provides them with decent living conditions and enables them to basic needs, having regard to the general level of wages, the cost of living and social security benefits, paid on a regular basis and within a reasonable period of time. Social security benefits, paid regularly and within a reasonable period of time (ILO Conventions 95 and 131).**
- **Guarantee its employees freedom of association and collective bargaining, or, in the event of local restrictions or prohibition, not to oppose any form of free and independent representation and bargaining**
- **(ILO Conventions 87, 98 and 154)..**
- **Offer its employees and promote their access to training and skills development.**
- **Not to apply less favourable treatment to migrant workers, and to respect the principles of ILO Convention 97.**

b. Ethical and compliance issues

- **Contribute to the fight against corruption and conflicts of interest in its activities and in its relations with its own suppliers and subcontractors.**
- **Comply with French regulations and OECD directives on the fight against corruption and influence peddling or any similar legal provision, and to prevent these practices by taking effective measures with regard to its shareholders, corporate employees, affiliates, subcontractors, suppliers and their respective representatives involved directly or indirectly in any way whatsoever in the context of the commercial relationship.**

- More generally, to comply with all national and international standards relating to economic offences, particularly those relating to the financing of terrorism, money laundering, , embargoes, arms and drugs trafficking, etc..
- Promote free competition, thus prohibiting any concerted action or agreement on prices and offers, and excluding participation in any cartel.

c. Environmental issues

- Comply with environmental protection regulations and make every effort to prevent, mitigate and remedy the negative impacts of its activities. To prevent, mitigate and repair the negative impacts of its activities.
- Propose, and wherever possible use, ever more effective environmental solutions.
- Strive for best practice within its profession, to optimise its water and energy consumption, preserve biodiversity and manage its discharges and waste.
- Strive to reduce and/or treat its emissions into the air, its effluents to land and/or water and pollution of any kind resulting from its activities.

Mobilize Financial Services reserves the right to conduct audits and investigations to monitor compliance by its suppliers and subcontractors with the commitments set out in this policy.

Mobilize Financial Services expects its suppliers and subcontractors to take all reasonable steps to ensure that their own suppliers and subcontractors comply with the terms of this Charter.

The Supplier's ability to respond favourably to the terms of this Charter will be taken into account in the selection criteria during the tender process.