



# Code of Conduct

| Partners

March 2025

# Humens Group

## Code of Conduct I Partners

The Humens Group has developed and intends to continue to grow on the basis of strong values and the conviction that its business must be conducted on sound ethical foundations, in accordance with the principles set out in its Code of Conduct for Employees.

The Humens Group's partners, who play a key role in achieving our objectives, also have a role to play in fulfilling our commitments in terms of social and environmental responsibility and integrity.

The Humens Group therefore attaches great importance to ensuring that the partners of each of its entities, including in particular all suppliers, service providers, subcontractors, consortium and joint venture partners, agents and intermediaries (hereinafter referred to as the '**Partners**'), apply standards of compliance, ethics and responsibility in conducting their business activities that are at least equivalent to those of the Humens Group.

The Humens Group therefore expects each Partner to comply with the principles described in this Code of Conduct for Partners (hereinafter the '**Code**'), and implement appropriate internal mechanisms and procedures to ensure compliance by all their employees and their value chain.

This Code is an expression of the minimum standards of conduct that must be respected by each Humens Group Partner, wherever they are based.

The principles set out in this Code are not exhaustive and are not intended to replace any more stringent legal provisions or contractual commitments, which shall continue to apply in the event of contradictions with the content of this Code.

In any event, each Partner remains responsible for complying with all applicable laws, regulations, standards and/or decisions.

# Business integrity

Partners are required to observe the highest standards of integrity in all their business dealings.

## I Fight against corruption

Each Partner is required to adopt a zero-tolerance policy towards all forms of corruption, influence peddling and money laundering, in accordance with all applicable international and national laws, regulations and standards.

In particular, the Partner undertakes to implement appropriate mechanisms to prevent the risks of corruption, influence peddling or money laundering, including, at the very least:

- the formal prohibiting of the Partner's employees and partners from offering or accepting any facilitation payments, bribes, illegal political contributions or any other form of advantage with the aim of obtaining or conferring an undue benefit on public or private decision-makers,
- the adoption of internal measures aimed at controlling the offer or receipt of gifts, invitations, donations or any other item of value, in order to ensure they do not influence or give the appearance of influencing the Partner's decisions,
- the adoption of mechanisms to ensure that each business transaction is accurately reflected in the Partner's books and records.

## I Preventing conflicts of interest

The Partner undertakes to avoid any conflict of interest likely to compromise the ability of its employees and partners to act objectively and impartially in exercising their duties and responsibilities, by taking appropriate measures to prevent and manage conflicts of interest.

Where applicable, the Partner must immediately inform the Humens Group of any risk of a conflict of interest, whether actual or potential, liable to affect its business relations with the Humens Group, particularly in the context of selecting and collaborating with the Partner.

## I Fair commercial practices

The Humens Group expects each Partner to act fairly in its commercial and advertising practices, as well as with regard to its competitors. The Partner therefore undertakes to comply with all applicable laws on advertising and competition, including in particular regulations governing the sharing of information with competitors, price fixing and public and private invitations to tender.

The Partner shall refrain from engaging, either alone or in concert, in any inappropriate practice that could lead to the restriction of competition in an illegal or unfair manner. In particular, the Partner shall refrain from soliciting the Humens Group's employees and partners with a view to circumventing the Humens Group's internal policies concerning competition rules and commercial practices.

## **I Export controls and sanctions**

Each Partner is required to comply with all laws and regulations governing or prohibiting transactions involving sanctioned persons, entities or countries and cross-border trade in certain materials or technology, including, in particular, minerals from conflict zones.

Each Partner is therefore required to put in place appropriate verification procedures and policies to ensure the compliance of its activities with the laws and regulations relating to sanctions and export controls, and shall refrain from any action that may place the Humens Group in breach of such laws and regulations.

## **Social and environmental responsibility**

The Humens Group incorporates the challenges of protecting human rights and the environment into its relations with its Partners, in accordance with the principles contained in the United Nations Global Compact, of which the Humens Group is a member.

### **I Working conditions that respect human rights**

The Partner is required to protect its employees by complying with local regulations and international standards, in particular those established by the International Labour Organization, particularly in terms of social security, working hours and conditions, remuneration and freedom of association.

The Partner must also ensure that its practices are free from any form of harassment or discrimination in the workplace, whether in the recruitment process, at the time of hiring, or during or at the end of the employment relationship.

### **I Combating forced labour and child labour**

The Partner must ensure that no employee, entity or subcontractor under its responsibility uses in any way whatsoever, either directly or indirectly, forced labour or practices any form of exploitation resembling forced labour.

In this respect, the Partner undertakes to ensure that each of its employees is bound by an employment contract duly drawn up in writing and containing detailed provisions for the employees concerning their working conditions. The Partner guarantees employees the right to freely accept or leave their employment, with reasonable notice, at any time and without penalty or threat of sanctions.

Furthermore, the Partner shall refrain from using or tolerating in any form whatsoever the use of child labour by its partners. Where the applicable regulations authorise the employment of workers over the age of 15 for vocational training purposes, the working conditions offered by the Partner must not infringe the rights of the child as defined by the conventions of the International Labour Organization.

## **I Health and safety**

The Partner must guarantee the health and safety of their employees, as well as any third parties who work within its facilities, and ensure compliance with locally applicable health and safety regulations and standards.

In order to reduce the risk of work-related accidents, illnesses or injuries, the Partner must implement occupational risk prevention and management mechanisms that take into account the specific features of the sector of activity concerned. In particular, the Partner undertakes to ensure that its employees have suitable personal protective equipment (PPE) and to regularly raise awareness of health and safety issues and risks among its employees.

Where the Partner's activities involve the processing or handling of toxic or hazardous substances, the Partner undertakes to comply with all regulations relating to the possession, storage and disposal of such substances, and to carry out an in-depth analysis with a view to limiting the risks to the health and safety of its employees and the population living in the vicinity of its facilities.

## **I Protection of the environment**

The Humens Group expects each Partner to work with the Humens Group to ensure that environmental objectives are met, by ensuring, as a minimum, compliance with applicable environmental laws and regulations, and by incorporating environmental responsibility as a criterion in its business decisions.

In particular, the Partner undertakes to comply with all applicable national and international laws and regulations relating to packaging and labelling, waste prevention and management, limiting emissions and discharges of polluting or hazardous materials, and to obtain all legal and regulatory authorisations required to conduct its activities.

# Compliance with the Code of Conduct

The Partner's commitment to comply with the Code helps to inform the decisions taken by the Humens Group as part of its commercial policy and supply management.

In this respect, a breach of the Code by the Partner may jeopardise its business relationship with the Humens Group.

## I Compliance and value chain

The Partner is required to adhere to the principles and rules of conduct set out in this Code, which may form part of the contract between the Partner and the Humens Group entity concerned.

The Partner shall ensure that the principles set out in this Code are followed internally by its employees, and shall take reasonably appropriate measures to ensure that they are respected by all suppliers and subcontractors involved in business relations with the Humens Group.

Where the Partner has its own code of conduct for its employees and partners, it is the Partner's responsibility to ensure and demonstrate that said code contains rules of conduct that do not conflict with the Code.

## I Control measures

The Humens Group reserves the right to carry out throughout the relationship and periodically, any appropriate checks to ensure that the Partner is in compliance with the Code.

The Partner undertakes to cooperate in good faith with the Humens Group and to provide any supporting documents required to verify compliance with its obligations under the Code.

The Partner acknowledges and authorises the Humens Group to have compliance with the Code verified by a third party approved by both parties.

## I Non-conformity management

The Partner undertakes to rectify as soon as possible any shortcomings identified in the implementation of the principles referred to in the Code that may become apparent at the start of or during the course of its business relationship with the Humens Group.

In the event of a breach of the Code by a Partner, each Humens Group entity in contact with the Partner reserves the right to demand the correction of the breaches identified, to suspend the supply or receipt of orders in progress, and/or to terminate relations with the Partner, without prejudice to any other right or remedy at its disposal.

I certify that our company has received, read and understood the Humens Group Code of Conduct for Suppliers and Partners and that it will respect the principles and standards set out in the Code in its relations with its employees and partners.

Company name:

Representative's full name:

Representative's position:

Date:

Signature: