



RESPONSIBLE PURCHASING AND SUSTAINABLE DEVELOPMENT CHARTER

Sustainable Development is about meeting the needs of the present without compromising the ability of future generations to meet their own needs. Corporate Social Responsibility ("CSR") consists of applying the principles of Sustainable Development to a company. CSR reconciles the following three pillars in a harmonious manner: economic profitability, social and environmental equity. It translates into a company's willingness to take responsibility for the impacts of its decisions and activities on society and the environment and to be accountable for them.

The RAJA Group is fully committed to Sustainable Development and has positioned Corporate Social Responsibility as a major strategic issue.

With operations in 19 European countries (France, Germany, Belgium, the Netherlands, Luxembourg, Switzerland, Austria, Spain, Portugal, Italy, Denmark, Sweden, Norway, Poland, Czech Republic, Slovakia, Hungary, England, Ireland), **RAJA has joined the United Nations Global Compact**, thus confirming its commitment to the 10 UN Principles.

In charge of choosing suppliers and products, **the Purchasing function is an essential component of the Raja Group's Sustainable Development policy.**

Constituted as a European Purchasing Centre and completed by local purchasing teams located as close as possible to our partner-suppliers, the RAJA Group Purchasing Department is committed to:

- To guarantee our customers impeccable product quality and service quality.
- Play a leading role in the ecological transition by constantly improving our offer of eco-responsible products and by reducing the impact of their delivery, in partnership with our suppliers.
- Ensure compliance with the environmental regulations applicable to its activity.
- Ensuring ethical and responsible business conduct and fighting corruption through the implementation of an anti-corruption programme.
- Encourage our suppliers to commit to a CSR approach and obtain certifications that meet the most demanding international standards (ISO 14001 and equivalent standards, EcoVadis or equivalent certification, Science Base Target, etc.)

To clarify our expectations, share our commitments and deploy good CSR practices as widely as possible, **we ask all our suppliers to co-sign our Responsible Purchasing and Sustainable**

Development Charter. This is an essential prerequisite for any referencing. The implementation of a genuine CSR approach, even if progressive, is a selection criterion that is as important as our quality, service, and cost requirements. This charter is an inseparable part of our Master Supply Agreement: it is the subject of a specific contractual clause and is attached to the Agreement.

By adhering to this Charter and the accompanying Code of Conduct, **our suppliers undertake to respect and promote these principles and to implement the necessary means to ensure their application within their company, as well as with their own suppliers and subcontractors.**

Raja's Purchasing teams will pay close attention to the proper respect of this Charter and will work with suppliers to build a continuous improvement process: annual CSR and quality evaluations (including product quality, service quality and CSR results), ecological transition of the offer, circularity of products (recycled, recyclable, eco-certified) and obtaining new eco-responsible certifications.

RAJA's commitments

1. Fair treatment

RAJA is committed to treating its suppliers with honesty, fairness, and respect.

2. Impartial selection

RAJA selects its suppliers impartially according to predefined, explicit, and transparent criteria: quality, service, cost, environmental and societal impact of the products offered (CSR approach).

3. Financial fairness assurance

RAJA shall make every effort not to establish a relationship of economic dependence with its suppliers that could jeopardise either party.

4. Performance improvement

RAJA seeks to build long-term partnerships with its suppliers in a joint effort to achieve continuous improvement.

5. Fight against corruption

RAJA is committed to a policy of zero tolerance of any form of corruption. It has put in place an anti-corruption system. RAJA acts in accordance with its Anti-Bribery Code of Conduct [available here](#).

6. Confidentiality and intellectual property rights

RAJA respects the intellectual property rights and confidentiality of technical and commercial information provided by its suppliers.

7. Protection of personal data

RAJA undertakes to comply with applicable laws on the protection of personal data, as well as with all requirements relating to the confidentiality, integrity and availability of the data collected.

8. Human Rights

RAJA is committed to upholding international human rights law within its sphere of influence. Raja ensures that its own operations are not complicit in human rights abuses.

RAJA offers equal opportunities and does not discriminate against its employees.

9. Labour law

RAJA supports the freedom of association and the effective recognition of the right to collective agreements, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of all forms of discrimination in employment and occupation and all forms of harassment, respecting the applicable local law as well as the ILO Conventions to which France is a party

RAJA hires employees based on documented contracts in accordance with the requirements of the law.

10. CSR

CSR is about preserving the environment, social equity, and the search for long-term economic profitability through the establishment of mutually beneficial relationships with its stakeholders (employees, suppliers, customers, financial partners and associations).

RAJA is committed to applying the precautionary approach to environmental issues, to undertaking a constant search for ways to reduce the environmental impact of its activities, including through innovation, and to encouraging the development and implementation of environmentally friendly technologies.

Through the development of a responsible purchasing policy, RAJA is committed to assessing its suppliers in terms of:

- Taking CSR into account in governance,
- Fight against global warming,
- Preservation of the environment through the measurement and reduction of environmental impacts, and the withdrawal of natural resources,
- Compliance with applicable regulations,
- Respect for the fairness, health, and safety of the supplier's employees,
- Respect for human rights,
- Establishment of win-win and long-term partnerships with its suppliers,
- Ethical practices in commercial relations,
- Consideration of responses to customers' questions about products,

- Contribution of the activity to local communities and local development.

RAJA takes the necessary steps to contribute to this and to establish mutually beneficial relationships with its suppliers.

Ulrick Parfum
Group Purchasing and Product Supply Director

Supplier Code of Conduct

1. Economic dimension

Confidentiality and transparency

The Supplier undertakes to work transparently and to provide RAJA with accurate information. The Supplier shall respect the confidentiality of the information received which is the property of RAJA and shall never use this information for its own benefit.

Fight against corruption

The Supplier shall refrain from all forms of corruption including extortion and bribery.

The Supplier shall refrain from offering, promising, or granting unlawful advantages to national or international public officials, or to national or international decision-makers operating in the private sector, in order to obtain preferential treatment or a favorable decision in the public or private sector. The same applies to donations, gifts or invitations to business meals or events.

The Supplier shall refrain from offering RAJA employees any benefits that are intended to facilitate its business with RAJA.

The Supplier shall also avoid conflicts of interest that could give rise to risks of corruption.

The Supplier undertakes to promote compliance with the applicable regulations where it operates as well as compliance with the principles of the RAJA Code of Conduct among its own suppliers and subcontractors, and to enforce it.

Competition

The Supplier shall comply with the rules of free and fair competition in all business relations and shall not act in contravention of any competition law.

Protection of personal data

The Supplier shall comply with all applicable laws and regulations regarding the protection of personal data and shall ensure the security, confidentiality, integrity, and availability of the data entrusted to it under the contract with RAJA.

2. Social dimension

Respect for human rights and International Labour Organisation (ILO) conventions

The Supplier shall promote and respect the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and international human rights law. To this end, the Supplier shall implement mechanisms to ensure compliance with the following principles:

- **Elimination of forced and compulsory labour**

The Supplier undertakes not to use forced or compulsory labour as defined in ILO Core Conventions 29 and 105.

- **Abolition of Child labour**

The Supplier undertakes not to employ persons under the minimum working age as defined in ILO Core Conventions 138 and 182.

- **Protection of health and safety at work**

The Supplier implements a health and safety policy that aims to ensure a safe and healthy working environment for every employee and to maintain an environment in which the dignity of individuals is respected.

- **Compliance with all applicable laws regarding wages, benefits and working hours**

The Supplier shall provide remuneration in accordance with national minimum wage regulations and statutory benefits. Working hours, including overtime, shall be at least in accordance with applicable national laws. In the absence of national laws, ILO standards shall apply.

- **Elimination of discrimination and fair treatment in the workplace**

The Supplier shall prohibit and combat discrimination based on race, color, sex, sexual orientation, language, disability, religion, political or other opinion, national or social origin, property, birth or other status. It shall promote diversity, equal opportunity and treatment in employment and occupation. The Supplier shall treat all employees with respect and shall not inflict corporal punishment, use physical or moral coercion, any form of abuse, harassment, or threats of such treatment.

- **Freedom of association and the right to collective bargaining**

The Supplier undertakes to respect the freedom of association and the right to organise and bargain collectively as defined in ILO Core Conventions 87 and 98.

3. Environmental dimension

The Supplier shall comply with the applicable environmental laws and regulations in all countries in which it operates as well as the applicable European regulations (regulations or directives).

The Supplier shall also commit its own suppliers and/or subcontractors to comply with applicable environmental legislation and regulations and the principles listed in this Charter.

More specifically, the Supplier undertakes to comply with all applicable environmental laws and regulations. A non-exhaustive list of European environmental regulations is attached hereto. It is the responsibility of the supplier to follow and apply legislative and regulatory developments on a regular basis.

It retains and updates all required legislative and regulatory approvals related to environmental preservation.

The Supplier shall strive to achieve the highest standards of environmental protection for both its products and its management system, especially regarding nature protection, waste management and toxic substances. In particular, the company will ensure that the basic principles of environmental law are respected, including

- The polluter pays principle,
- The principle of preventive action,
- The principle of information and participation for all,
- The precautionary principle,
- The principle of continuous improvement of environmental protection (or the principle of non-regression).

The Supplier incorporates these principles of respect for the environment in its activities and for the health and safety of its employees in the design of its products, in order to eliminate or reduce the negative impacts of its products throughout their life cycle, while at the same time maintaining and/or improving their quality.

4. Economic / social / environmental / compliance monitoring and audits

In order to ensure compliance with this Charter throughout the duration of the contractual relationship with RAJA, the Supplier shall on request and at any time provide RAJA with all supporting evidence to demonstrate such compliance and shall immediately alert RAJA by any means when it is aware, or has reason to believe, that it has itself or one of its own subcontractors has failed to comply with its obligation to respect the Responsible Purchasing Charter and of the corrective measures adopted in order to re-establish compliance with the principles set out above.

5. Ethics alert platform

As part of its ethical approach and its anti-corruption program, RAJA Group has set up a whistleblowing system enabling its employees, business partners and any other stakeholder to report breaches of the Group's anti-corruption regulations or code of conduct and other internal rules.

It is possible to report at any time (24/7) and in a secure manner via the Raja Group's Integrity Line® platform available at the following link:



<https://raja.integrityline.org/index.php>

Mr/Mrs, duly authorised representative of the company, confirms that I have taken note of the provisions of the Supplier Charter/Code of Conduct and undertakes to respect them and to ensure that they are respected within my company.

Date:

Company stamp :

Signature :

ANNEX 1 - REGULATIONS AND GUIDELINES (non-exhaustive list) *

Name		Description	Products of the RAJA Group concerned
European Directive 94/62 Directive (EU) 2018/852 of the European Parliament and of the Council	Regulations on packaging and packaging waste	The purpose of these Directives is to harmonise national measures concerning the management of packaging and packaging waste in order, on the one hand, to prevent and reduce their impact on the environment of the Member States and third countries and thus to ensure a high level of environmental protection and, on the other hand, to ensure the functioning of the internal market and to prevent the emergence of barriers to trade and distortions and restrictions of competition within the Community.	All packaging products: cartons, bags, cushioning, film, crates, etc.
Regulation (EC) 1935/2004 of the European Parliament and of the Council	Materials and articles intended to come into contact with foodstuffs	The purpose of this Regulation is to ensure the effective functioning of the internal market in relation to the placing on the Community market of materials and articles intended to come into contact, directly or indirectly, with food, whilst providing the basis for ensuring a high level of protection of human health and consumer interests.	All the dishes, boxes, trays, bread bags, sandwich bags, etc., aluminium and food papers from the Food Packaging range, certain plastic bags from the Sachet range, certain bins from the Handling range, etc.
EU Directive 2006/121/EC and Regulation of the European Parliament and of the Council	REACH	A list of hazardous chemical substances has been drawn up and is regularly supplemented. Product manufacturers must declare the presence of these substances according to their content. Eventually, the use of these substances will be prohibited and they will have to integrate substitutes. Distributors must inform their customers of the content of these substances in the products sold. The aim is to improve the protection of human health and the environment.	All products containing chemical substances (plastics, glues, additives, inks, cleaning products, etc.)

ANNEX 1 - REGULATIONS AND GUIDELINES (non-exhaustive list) *

Name		Description	Products of the RAJA Group concerned
European Directive 2002/95/EC of the European Parliament and of the Council	RoHS	It aims to limit the use of certain hazardous substances in electrical and electronic equipment.	All equipment that is powered by electricity: wrapping machines, filming and strapping machines, welding machines, compressors, printers, calculators, hoovers, etc.
European Directives 2002/96/EC and 2003/108/EC of the European Parliament and of the Council	WEEE	It regulates the collection and treatment of waste electrical and electronic equipment. The aim is to improve the recycling and recovery of this waste containing environmentally harmful substances.	All equipment that is powered by electricity: banding machines, filming and strapping machines, welding machines, compressors, printers, calculators, hoovers, etc.
Eco-contribution on paper (France) Article L541-10 Environment Code	CITEO tax	All principals who issue more than 5 tonnes of printed paper and all copy paper marketers (manufacturers or importers) are liable for the Citeo tax (contribution to the collection, recovery and elimination of printed paper waste).	Copy paper, envelopes and pockets ...
Ecocontribution for furniture Decree 2012/22 of 6 January 2012 (France)	Management of waste furniture	Establishment of an extended producer responsibility system for the prevention, collection and treatment of waste furniture.	Shelving and shelves, cupboards, cloakrooms, chairs and stools, trolleys and some trolleys, workbenches, work tables, key cabinets...

**** For all intents and purposes, it is specified that this list is provided for information purposes only. The Supplier is required to check and comply with the regulations applicable to its activity.***