



Responsible Purchasing Charter

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Introduction

Dear partners,

In an ever-evolving industrial environment, effective supply chain management is essential for competitiveness and value creation.

At PICOT, we believe that sustainable performance relies on strong, responsible, and innovative partnerships that support our growth and meet market demands.

Each purchasing decision impacts the reputation and sustainability of our Group. Therefore, we expect our partners to share our commitment to exemplary conduct, dedication, and anticipation of future challenges: excellence, compliance, safety, innovation, and social and environmental responsibility.

This Charter embodies our common ambition to build a robust and responsible value chain, based on transparency, loyalty and continuous improvement, so that every collaboration is a driver of progress.

By adopting this Responsible Purchasing Charter, the PICOT Group reaffirms its conviction that value creation can only be sustainable if it is based on practices that respect people, the environment and business integrity. We invite all our partners to join this ambition and contribute to building an ethical, transparent and sustainable supply and purchasing chain.

*Grégory LEPAGE
Managing Director PICOT*

1. OBJECTIVES

Through this Responsible Purchasing Charter, the PICOT Group (PICOT SAS and its subsidiaries) wishes to:

- Promote ethical and transparent business practices,
- Strengthen trust and loyalty with its suppliers,
- Reduce environmental impact and contribute to the ecological transition,
- Foster innovation and continuous improvement in pursuit of sustainable performance,
- Support employment and expertise within its regions.

This Charter complements the PICOT Group's Code of Conduct and the General Terms and Conditions of Purchase. It constitutes a **common foundation of values** and responsible practices, intended to guide and frame business relationships in a spirit of loyalty, mutual respect and shared progress.

2. FUNDAMENTAL PRINCIPLES

Compliance with Laws and Regulations

The PICOT Group and its partners are committed to complying with all applicable international laws and standards, particularly regarding human rights, competition, data protection, and anti-corruption.

Suppliers must ensure fair working conditions, prohibit all forms of forced labour or child exploitation, and treat their employees with dignity.

Transparency and fairness in supplier selection

The PICOT Group's purchasing policy is based on transparency and fairness: the selection of suppliers is impartial, based on objective criteria (quality, cost, reliability, innovation, CSR commitments).

Any practice contrary to integrity—such as corruption, favouritism, or collusion—is strictly prohibited. Gifts or benefits must never influence decision-making.

This requirement ensures partnerships aligned with our values and a sustainable supply chain.

Human rights and working conditions

The protection of human rights and working conditions is a top priority for the PICOT Group. Any form of forced labour, exploitation of children or discrimination is prohibited. Partners must ensure a safe, equitable and inclusive environment for their employees that promotes diversity and equality in the workplace. The PICOT Group strives to offer its employees a respectful environment in accordance with the best social and ethical practices.

Follow-up on mutual commitments

The PICOT Group requires its suppliers and employees to respect deadlines, competition, contractual commitments and quality.

Failures may result in penalties to ensure reliable operations. Collaboration aims at continuous improvement and performance optimization.

Privacy

All information exchanged is treated with the utmost confidentiality, in compliance with the GDPR and cybersecurity standards. Each contract includes confidentiality clauses specifying the obligations of the parties.

No conflicts of interest

Independence and impartiality are essential in the PICOT Group's purchasing: decisions are taken without favouritism or collusion, according to objective criteria (quality, price, reliability). Conflicts of interest must be declared and gifts or invitations must be strictly regulated to ensure the integrity of the process.

3. SUSTAINABLE DEVELOPMENT AND CSR

Environmental protection is at the heart of our priorities. In the face of the climate emergency, we consider the ecological transition to be a collective responsibility.

The PICOT Group has set ambitious targets: to reduce greenhouse gas emissions by 30% by 2030 (compared to 2022 levels) and to achieve carbon neutrality by 2050.

These commitments drive our decisions, investments and partnerships.

We expect our suppliers to actively participate in this dynamic by committing to a sustainable development approach: reduction of CO₂ emissions, eco-design, responsible management of resources, respect for workers' rights and promotion of diversity.

As a contributor to the United Nations Sustainable Development Goals, we also expect our suppliers to strictly adhere to the principles and requirements set out in this standard.

Regular audits allow us to evaluate and support the progress of our partners.

4. PURCHASING PROCESS

The PICOT Group follows a classic purchasing process based on the following principles:

- The supplier selection process must be formal, professional, transparent, free from undue influence, and based on objective criteria.
- Suppliers must be treated equally (transmission of the same information, request for the same deadlines, evaluation of tenders according to the same criteria, etc.),
- The information received from suppliers is confidential and as such must not be disclosed to other competitors.

5. IMPLEMENTATION AND MONITORING

The implementation of this Charter is based on:

- The application of its principles throughout the relationship with the supplier, and in particular its integration into any call for tenders, orders and/or contracts,
- Regular monitoring, periodic audits, and ongoing dialogue with our partners to identify areas for improvement,
- Corrective actions may be required in the event of non-compliance,
- The business relationship may be terminated in the case of serious or repeated breaches.

It is not just a question of complying with rules, but of moving forward together, in the common interest, towards sustainable and responsible performance.

6. ALERT AND PROTECTION

All employees and partners are encouraged to report any non-compliant situations in a confidential and secure environment. Whistleblowers are protected against any form of retaliation.

The reporting page is directly accessible by scanning the QR code opposite.



7. SCOPE

This Charter applies to all companies within the PICOT Group, as well as all suppliers, subcontractors, service providers, and business partners involved in our value chain.