

CSRD Purchasing Policy

FUNDAMENTAL PRINCIPLES

MoldTecs

CSRD Purchasing Policy

This CSRD Purchasing Policy defines MoldTecs' principles and commitments regarding responsible procurement, integrating aspects of Integrity, Respect for Human Rights, and Corporate Social Responsibility. It aims to ensure that our partners, suppliers, and subcontractors comply with high standards of safety, environmental protection, and ethics, in line with MoldTecs' values and requirements. With this in mind, every supplier wishing to work with MoldTecs undertakes to sign the MoldTecs Supplier Code of Conduct.

01 Objective

To ensure that all MoldTecs purchasing activities contribute to risk prevention, environmental protection, and respect for workers' fundamental rights. This policy supports MoldTecs' sustainable development and corporate social responsibility approach.

02 Scope

Cette politique s'applique à l'ensemble des activités d'achat de MoldTecs, y compris la sélection, l'évaluation et la gestion des fournisseurs, sous-traitants et prestataires.

03 Guiding Principles

3.1 Integrity

- Comply with tax and accounting obligations, maintain accurate records, ensure the correct and timely payment of taxes, and uphold transparency and integrity in all financial reporting in accordance with national and international standards.

- Comply with competition and antitrust laws, avoid unlawful restrictive practices, and ensure that relevant employees are aware of and apply these rules.
- Strictly comply with anti-corruption and anti-bribery laws, avoid any undue advantage or conflict of interest, and refrain from offering gifts that could influence business decisions.
- Comply with laws against money laundering and terrorist financing, ensuring that no funds or assets derived from criminal activities or intended for terrorist purposes enter the legal economy.
- Prohibit any retaliation against employees who report compliance concerns or participate in an investigation in good faith.
- Ensure safe, high-quality products that comply with applicable laws and standards, adhering to strict ethical and legal standards at every stage.
- Strictly comply with export control and sanctions laws, verifying that neither goods, services, nor involved parties violate legal restrictions or embargoes.
- Strictly protect confidential information, limit access to it, and prevent any disclosure, even after the end of the business relationship.

3.2 Respect for Human Rights

- Respect human rights, health and environment, prohibit forced labor; and guarantee employee's trade union rights in accordance with national laws.
- Ensure wages and benefits that comply with or exceed legal standards, provide fair and timely payment, and prohibit discrimination or disciplinary wage deductions.
- Employ only individuals who are legally authorized to work and verify their eligibility through appropriate documentation.
- Prohibit child labor, forced labor, modern slavery, and any form of exploitation, and refrain from importing products associated with such practices.
- Respect employees' right to associate and to participate in collective bargaining, in accordance with the law.

- Ensure equal opportunities, prevent discrimination or harassment, promote diversity, and treat all employees with fairness, dignity, and respect.
- Ensure that any use of private or public security forces respects human rights.

3.3 Corporate Social Responsibility

- Ensure a safe and healthy working environment, protect employees from risks, allow them to refuse unsafe work, and comply with or exceed legal and industry health and safety standards.
- Measure, manage and reduce the environmental impact of their activities, promote renewable energy, and continuously progress toward carbon neutrality.
- Manage water sustainability, minimize resource and energy consumption, and adopt flexible and reversible practices to protect ecological balance.
- Protect biodiversity, use land sustainability, reduce environmental impacts, and respect the rights of local communities, including free, prior, and informed consent.
- Ensure that materials and procedures used during their business activities do not negatively impact soil quality.
- Reduce noise emissions at the source by implementing technical, organizational and individual measures.
- Trace and verify the origin of minerals sourced from conflict-affected areas, comply with OECD guidelines, and ensure that their sourcing does not finance armed groups, violate human rights, or harm the environment.
- Employees may engage in social activities, however the company remains politically neutral and makes no donations or contributions to political parties or candidates.
- Maintain internal reporting procedures, including anonymous channels, and promptly inform MoldTecs of any confirmed or suspected violations of laws or the Code.

04 MoldTecs Commitments

MoldTecs commits to:

- Selecting its partners based on HSE (Health, Safety and Environment) criteria and overall performance.
- Integrating sustainable development principles into its procurement process.
- Supporting suppliers in their continuous improvement offers.
- Promoting transparency and responsible communication throughout the supply chain.

05 Signature

Approved by:

Group Purchasing Director - MoldTecs

