



# SUSTAINABLE PURCHASING CHARTER





For over 20 years, the Bel Group has placed Corporate Social Responsibility (CSR) at the heart of its activities. We firmly believe that responsibility and profitability must go hand in hand to ensure our company's future. In 2024, the group decided to reaffirm this long-term vision by adopting the status of a mission-driven company. With this new step, Bel has confirmed and included its purpose within its articles of association: By providing access to healthier and more sustainable food for all, Bel is working to develop a food model that respects the planet's natural resources, benefits its entire ecosystem and enables it to act for the generations of today and tomorrow'.

To do so, we work with our entire ecosystem to take on four challenges, which are also included in the group's articles of association:

- To offer products that contribute to healthier food and encourage good habits to support the food transition;
- To contribute towards protecting the planet and regenerating its natural resources;
- To improve access to more responsible and sustainable products;
- To create shared value for its entire ecosystem

The commitment of all our partners and suppliers, at our side, is a necessity. Their capacity to act sustainably, through responsible practices, is a mandatory step in our selection process and in the monitoring of their performance, alongside cost, quality, service levels and capacity to innovate. Furthermore, our 'Sustainable Purchasing Charter' constitutes an essential part of our responsibility initiative and that of our suppliers. It presents our commitments in terms of the environment, social issues and business ethics. It defines what we expect from our partners: commitments to be taken and vigilance measures to implement as part of a process of continuous improvement.

Bel's purchasing teams ensure compliance with this charter and are at the side of their partners in creating progress plans that contribute towards respecting these commitments. We hope to carry out this process alongside them, and establish a model that creates value for all.

**CÉCILE BÉLIOT**

CEO

**STÉPHANE DUPAYS**

Chief Operations Officer

**XAVIER FRANÇOIS**Group Supply Chain  
& Purchasing Director

## WHY SHOULD WE HAVE A SUSTAINABLE PURCHASING CHARTER?

Suppliers play an essential role in our company's success. As such, we hope to share our commitment to CSR with them and be at their side in a process of continuous improvement.

### THE BEL GROUP COMMITMENTS TO ITS SUPPLIERS

#### FAIR TREATMENT OF SUPPLIERS

We treat our suppliers with honesty, fairness and respect. Our purchasing activities are governed by high ethical and professional standards, in accordance with our 'Code of Good Business Practices'. This code applies to all Bel Group ('Bel') co-workers and guides all their actions, whether within the company or in their relationships with Bel suppliers. This code also applies to all Bel stakeholders, including its suppliers.

#### IMPARTIAL SELECTION

We select our suppliers impartially according to predefined, explicit and transparent criteria: quality, service, technology, cost and the environmental and social cost of the products and services offered.

#### CONFIDENTIALITY AND INTELLECTUAL RIGHTS

We respect the confidential character of the technical and commercial information communicated by our suppliers. We also respect our suppliers' property and intellectual-property rights.

#### WHISTLEBLOWING SYSTEM

We have implemented a whistleblowing system accessible to Group employees and third parties, allowing them to report incidents in which they are victims of or witnesses to unethical acts. Whistleblowers will be treated in compliance with the applicable legal rules, in particular with regard to confidentiality and personal data protection.

#### IMPROVING OUR SUPPLIERS' PERFORMANCE

We seek to build fair, sustainable relationships with our suppliers within a shared improvement approach. We strive to help our strategic suppliers make improvements when their results fall below requirements. Alongside our suppliers, we seek to identify mutual advantages in terms of sustainable development and share our best practices with them.

#### TRANSPARENT COMMUNICATION

We undertake to communicate regularly and coherently, both internally and externally, with regard to the Sustainable Purchasing Programme.

#### SMALL AND MEDIUM-SIZE SUPPLIERS

We include local suppliers within our purchasing activities in order to promote local economic development.

#### AVOIDANCE OF ECONOMIC DEPENDENCY

We seek to avoid any economic dependency between Bel and its suppliers that may endanger either party. We therefore develop action plans that allow us to detect these situations and take the appropriate measures.

## SUPPLIER'S COMMITMENTS TO THE BEL GROUP

### HOW THE BEL GROUP WANTS TO INVOLVE ITS SUPPLIERS?

The Sustainable Purchasing Charter presents the CSR commitments that Bel Group takes with regard to its suppliers, as well as those it expects from them. By working with Bel, suppliers will commit to following this charter and collaborate to implement the necessary corrective actions, within a process of continuous improvement. These recommendations are non-exhaustive. Furthermore, certain supplier categories are subject to specific requirements detailed in separate documents.

In addition, Bel requires its suppliers to read, accept and comply with the Bel Group's Code of Good Business Practices. This code details the ethical, compliance and transparency principles that must guide all commercial relationships with Bel. Suppliers' adherence to the principles of this code is an essential condition of any collaboration with the Bel Group.

In addition to the Sustainable Purchasing Charter and Code of Good Business Practices, Bel encourages its suppliers to be assessed by Ecovadis, in order to evaluate and limit risks related to sustainability. The aim of this process is to support suppliers in a process of continuous improvement.

### ENVIRONMENT

Suppliers must comply with all environmental laws and regulations in force. They will acquire and maintain all required environmental certifications. They will adopt the principle of precaution in their approach to environmental issues and therefore detect, identify and quickly assess potential environmental risks. They will take all appropriate measures to attenuate or eliminate them when possible.

#### RESOURCE CONSUMPTION

Suppliers must continually develop and improve an environmental-management system that minimises their environmental impact and reduces their energy and water consumption and CO2 emissions, as well as their use of non-renewable natural resources or non eco-friendly products.

#### DECARBONISATION

Suppliers must actively reduce the carbon footprints of their products, applying energy-efficient processes, optimising logistics and favouring sustainable, low-impact materials. Furthermore, suppliers will participate in a decarbonisation initiative, such as the Science Based Targets initiative (SBTi) or similar, and take all measures to guarantee continuous improvement.

#### REDUCING ENVIRONMENTAL IMPACT

Suppliers promote the development of eco-friendly agriculture and technologies. Suppliers will make every effort in their innovation processes to develop products whose environmental impact is as low as possible throughout their lifecycle.

#### BIODIVERSITY

Suppliers will develop measures to guarantee the preservation of biodiversity in all their activities and throughout their supply chain.

#### DEFORESTATION

Suppliers will undertake to implement and maintain supply and production practices that seek to prevent deforestation and the conversion of natural ecosystems. They will strive not to directly or indirectly contribute to deforestation, the degradation of forests or the loss of natural habitats, and to favour raw materials from responsible, traceable sources.

#### ANIMAL WELFARE

Suppliers promote and respect the "Five Freedoms" of animal welfare defined by the World Organisation for Animal Health (WOAH). They ensure the protection of animals and the respect of animal welfare, seeking a constant progressive improvement of the mental and physical needs of animal.

#### FOOD SAFETY

Suppliers will comply with the safety rules required by the legislation in force, as well as the Bel Group's purchasing and quality policies, implementing safety management based on the HACCP (Hazard Analysis and Critical Control Points) reference document.

#### CHEMICAL AND DANGEROUS PRODUCTS

Chemical products and other materials whose release into the environment constitutes a danger must be identified, labelled and managed in order to guarantee that they are safely handled, transported, stored, recycled or reused, and disposed of. Competent employees must be trained and emergency procedures provided to manage any accidents.

#### WASTEWATER AND SOLID WASTE

Wastewater and solid waste derived from activities, industrial techniques and sanitary facilities must be monitored, controlled and treated according to regulations before discharge or disposal.

#### ATMOSPHERIC EMISSIONS

Emissions of volatile organic compounds, aerosols, corrosive materials, particles, chemical substances that may damage the ozone and combustion waste from activities or transport must be identified, monitored, controlled and treated according to regulations before being released.

#### WASTE REDUCTION AND OPTIMISED RECYCLING

All waste must be monitored and reduced or eliminated to facilitate the transition towards a circular economy: at the source and following practices such as modifying production, improving maintenance techniques and equipment, preservation, recycling, replacement and reuse of materials.

#### LOCAL POLLUTIONS

Noise, dust, odour, particle emissions and any other source of local pollution must be monitored and mechanisms must be implemented to minimise them. Suppliers will consider these effects across the entire lifecycle of their products, from design and production to use and end of life, and design an appropriate management system.

### LABOUR AND HUMAN-RIGHTS PRACTICES

Suppliers will promote and respect the International Labour Organization's (ILO) declaration on the fundamental principles and rights at work, as well as international legislation in terms of human rights. Furthermore, they must implement mechanisms to guarantee respect for the following principles on their sites and those of their own suppliers, and must not be complicit in human-rights abuses.

#### QUALITY OF THE WORKING ENVIRONMENT

Suppliers will strive to maintain a working environment in which employees benefit from training and development opportunities, rewards for their contribution and a constructive dialogue with their employer.

## ABOLITION OF CHILD LABOUR

Suppliers will commit to respecting the minimum legal age limit for entry into employment as defined by ILO conventions 138 and 182: i.e., 15 years old, rising to 18 years old for dangerous or difficult work. All young workers have the right not to be forced to carry out any work that may be dangerous, disturb their education or be harmful to their health or their physical, mental, social, spiritual or moral development. Furthermore, the Bel Group supports the use of legally recognised apprenticeship programmes in the workplace.

## ELIMINATION OF FORCED LABOUR AND HUMAN TRAFFICKING

Suppliers must not, under any circumstances, used forced, bonded, involuntary or unpaid prison labour. All forms of work, including overtime, must be carried out voluntarily. Workers are free to leave their employment, provided that they respect the notice period specified by law. The retention of identity papers, passports, training certificates, work permits or any other identification document as a condition of employment is prohibited, as well as the obligation for workers to provide deposits or financial guarantees. Likewise, human trafficking is prohibited by our suppliers.

## ELIMINATION OF DISCRIMINATION AND FAIR TREATMENT IN THE WORKPLACE

Suppliers must not practise nor tolerate any discrimination based on sex, age, religion, family situation, race, caste, social context, disability or any other personal characteristic. Employment conditions for all individuals must be based on their skills. Suppliers will commit to treating all employees with respect and must not inflict corporal punishment, use physical or moral coercion, any form of abuse, harassment or threats of such treatment.

## RESPECT FOR APPLICABLE LAWS IN TERMS OF WAGES, BENEFITS AND WORKING HOURS

Suppliers must comply with all regulations regarding payment and working hours, including those concerning minimum wages, overtime payment, piece-rate wages and any other aspect of remuneration. Suppliers must also provide the benefits required by legislation. Bel encourages its suppliers to go beyond compliance in terms of wages, benefits and working hours.

## FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Suppliers must recognise and respect employees' right to freedom of association and collective bargaining as supported by international standards.

## PROTECTION OF WORKPLACE HEALTH AND SAFETY

Suppliers must make the health and safety of their employees, those of their own suppliers and local populations a priority across all levels of the company. As such, they commit to implementing health and safety measures in their premises and to offering their employees the appropriate personal-protective equipment. Suppliers will identify, assess and manage workers' exposure to danger in physically demanding tasks.

## LAND RIGHTS

The land rights of native populations and local communities affected by suppliers' activities and procurement practices must be respected. Suppliers will take care not to engage in any form of land appropriation.

## COMMERCIAL ETHICS

First and foremost, we expect a high level of personal and professional ethics from our suppliers, who must respect the laws and regulations in force in their country of activity.

## CORRUPTION

Suppliers will commit to fighting any form of corruption, including extortion, money laundering, fraud and bribery. Suppliers are prohibited from offering Bel Group employees any benefits (free goods or services, jobs or opportunities) aimed at facilitating their activities with our company.

## ANTI-COMPETITIVE PRACTICES

Suppliers must take preventive measures to avoid any anti-competitive practices or behaviours.

## CONFIDENTIALITY, INTELLECTUAL-PROPERTY RIGHTS AND PERSONAL DATA

Suppliers will respect the confidentiality of information received which belongs to the Bel Group, and never use said information for their own benefit. The information transmitted as part of business activities must be accurate and true, and must not lead to any error. Suppliers will take measures to guarantee respect for intellectual-property rights and comply with all applicable laws and regulations regarding the collection, processing, use and protection of personal data.

## TRANSPARENCY AND OBLIGATION OF ACCOUNTABILITY

Suppliers commit to working transparently and to ensuring accountability within the context of their activities.

## CONFLICT OF INTEREST

Bel Group suppliers must disclose any situation that may appear to present a conflict of interest and bring to the group's attention any cases in which a Bel employee may have any interest in the supplier's activities, or a personal economic link thereto.

## MANAGERIAL PRACTICES

Compliance with the principles indicated herein is included within the group's supplier-assessment criteria. Respect for this Sustainable Purchasing Charter is an essential condition in ensuring the continuity of the relationship between Bel and its suppliers.

## SUPPLIERS OF SUPPLIERS

Suppliers undertake to promote the principles of this charter among their own suppliers and to carry out the necessary due diligence. Suppliers must be able to transmit clear and transparent information, upon request, regarding their value chain, including the suppliers of their suppliers.

## ASSESSMENT / MONITORING

Suppliers must be able to rely on the necessary procedures, tools and indicators to guarantee respect with the principles indicated herein. They will keep documents proving their compliance with said principles up to date. Suppliers must quickly respond to reasonable requests from Bel Group representatives regarding the implementation of these principles. Suppliers agree to be assessed or audited by the Bel Group or by a third party mandated by the group, based on the principles provided herein.

## NON-COMPLIANCE

If certain elements of this charter are not complied with, suppliers may be required to prepare, document and implement a plan of corrective measures in order to improve the situation and ensure compliance.

In case of non-compliance, the Bel Group may work with its suppliers or help them to comply with this charter. We reserve the right to cease commercial relations with suppliers who do not comply with this charter.

## COMMUNICATION & TRAINING

Suppliers must communicate the principles of our charter to their employees in the local language. Bel Group will provide French and English versions of the charter.

# SUSTAINABLE PURCHASING CHARTER

## REFERENCES

### THE BEL REFERENCE DOCUMENT

<https://www.groupe-bel.com/en/newsroom/publications/>

### BEL'S CSR APPROACH

<https://www.groupe-bel.com/en/our-journey/our-commitments/>

### BEL'S WHISTLEBLOWING SYSTEM

<https://www.groupe-bel.com/en/ethics-at-bel/>

### UNIVERSAL DECLARATION OF HUMAN RIGHTS

[www.un.org/](http://www.un.org/)

### UNITED NATIONS GLOBAL COMPACT

[www.unglobalcompact.org](http://www.unglobalcompact.org)

### UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

[https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

### OECD'S GUIDING PRINCIPLES FOR MULTINATIONAL COMPANIES

<https://www.oecd.org/en.html>

### THE INTERNATIONAL LABOUR ORGANIZATION'S (ILO) FUNDAMENTAL CONVENTIONS

[www.ilo.org](http://www.ilo.org)

### ILO WORKPLACE HEALTH AND SAFETY

[www.ilo.org](http://www.ilo.org)

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

<https://www.un.org/sustainabledevelopment/>

### HACCP INTERNATIONAL ALLIANCE

[www.haccpalliance.org](http://www.haccpalliance.org)

### WORLD ORGANISATION FOR ANIMAL HEALTH (WOAH)

<https://www.woah.org/en/home/>

### SCIENCE BASED TARGETS INITIATIVE (SBTI)

<https://sciencebasedtargets.org/>

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A French limited company (société anonyme)

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