

In accordance with its fundamental commitment to ethical, socially responsible and environmentally-friendly business practices, SIPLEC intends to introduce these values into its relations with the economic players, manufacturers or traders of the products it buys and service providers, hereafter referred to as “Economic Partners”. Therefore, SIPLEC has implemented a reference code based on the code of conduct of the BSCI (<http://www.bsci-ch.org>), to which it adheres.

SIPLEC's Economic Partners will be required to pass on the commitments undertaken throughout this Code to their subcontractors, in order to make the commitment in favour of ethical, socially responsible and environmentally-friendly business practices effective throughout the production and distribution chain.

Therefore, SIPLEC requires a formal commitment from its Economic Partners on the following points in particular:

1) Code of ethics

SIPLEC only develops business relations with economic partners, manufacturers, traders, service providers, etc., who respect ethical principles that are identical to or compatible with its own.

2) Environmental protection

The Economic Partners selected by SIPLEC share and participate in SIPLEC's commitment to work to protect the environment and preserve biodiversity. As a minimum, this requires compliance with the local and international laws on the subject, both in the context of their production activities and throughout their supply chains.

The Economic Partners selected by SIPLEC must be aware of the significant environmental risks specific to their activities, and must take all measures necessary to limit these risks and the impact of their activities on the environment. In particular, SIPLEC expects the actions necessary to limit this impact to be implemented in the following four areas: water consumption, energy consumption, waste management and greenhouse gas emissions.

3) Child labour

The Economic Partners selected by SIPLEC agree to respect the local laws and regulations regarding child labour. In any event, children under 15 years old shall not be employed, except in certain developing countries in which the minimum legal age of employment is set at 14 years.

The nature and difficulty of the tasks assigned, the responsibilities accepted and the daily working hours must be adapted to the age of the employees. In this context, young adults under 18 years must not work night shifts or carry out work that may endanger their health and safety.

The Economic Partners must not block access to any form of education necessary for the development and social integration of young employees, when such programs exist.

Forced labour

Any form of forced labour is prohibited.

Any activity carried out under the threat of corporal and/or psychological punishment if the assigned task is not completed is considered as forced labour. Any activity that the worker does not undertake willingly is also considered as forced labour.

Withholding the employees' identity papers as well as the requirement of a security deposit at the time of recruitment is prohibited.

4) Discrimination

Employees must be recruited and evaluated on the basis of their skills and not according to their origin, gender, religion, political beliefs, social status, sexual orientation or other similar criteria.

5) Protection of employees and working conditions

Employees must not be exposed to uncontrolled physical and/or psychological risks.

Corporal punishment as well as any other form of mental or physical coercion is prohibited.

The Economic Partners selected by SIPLEC agree to protect the health and safety of their employees by providing a suitable working environment. Adherence to the health and safety rules and conditions imposed by local employment regulation must be considered as a minimum. In this way, the working environment must be regularly improved.

6) Freedom of association

The Economic Partners selected by SIPLEC agree to respect their employees' right, in accordance with the country's regulation, to form associations of their choice and to create independent trade unions in order to carry out collective bargaining. This right must be exercised without pressure or discrimination.

7) Working hours, wages and benefits

Working hours must comply with the local regulations in force. Overtime must be voluntary and must not exceed the legal limits. Employees must be given at least one day off per period of 7 working days.

The economic partners selected by SIPLEC agree to pay their employees at least the legal minimum wage in their country and enable them to benefit from legal advantages. Payment for paid leave and overtime, where applicable, must also be made according to the local laws in force.

Employees must also be informed of the rules relating to wages, benefits and overtime in force in their company.

8) **Intellectual property and counterfeiting**

The Economic Partners take responsibility for SIPLEC's commitment not to infringe intellectual property rights. They agree to implement the means necessary to offer and/or manufacture original products and services or those for which they have legally acquired the manufacturing, reproduction, marketing or use rights.

The economic partners also agree only to use images, photographs, logos, slogans, trademarks and other graphic objects they personally designed, or those free of copyright, or for which they have acquired the use, reproduction or marketing rights etc. in the appropriate languages and countries for SIPLEC's activity in order to illustrate, personalise or decorate their products and services.

In this context, the concept of products applies to finished products as well as their components, packaging, assembly or operating instructions...

9) **Consumer safety**

The products marketed by SIPLEC must be designed and manufactured so as to guarantee consumer safety.

In particular, the manufacturers and designers of the selected products agree to respect the European directives and other regulation regarding health and safety.

Beyond this obligation, manufacturers must ensure they identify and remove any risks to users or those around them that could result from the foreseeable use of their products.

The manufacturers also agree to immediately inform SIPLEC of any defect or technical fault of which they are aware and which may concern the products delivered to SIPLEC.

10) **Fair practice**

SIPLEC and its Economic Partners agree to establish fair practices in the context of their business relations. This requires fair competition rules and the ban of any form of corruption, on both sides. Compliance with the local or international legislation regarding trade and property law (patents, trademarks, etc.) must therefore be the focus of the practices and uses that govern their common relations.

Economic partners confronted with practices in violation of these commitments are invited to inform the SIPLEC management thereof, in order to resolve the situation as soon as possible. Corruption of any kind (request, offer or acceptance of a bribe, fraud...) constitutes a wrongdoing.

11) Monitoring of adherence to the code

The economic partners selected by SIPLEC agree to respect the terms of this code in good faith.

The respect of SIPLEC's international commitments regarding business ethics, social and environmental responsibility requires it to be able to monitor the production conditions of the products or the delivery of the services purchased. The economic partners therefore agree to inform SIPLEC of the place(s) of manufacture of components or finished products, assembly, packaging or performance of their services at the simple request of SIPLEC. They also agree to accept any inspections that SIPLEC may conduct on these premises and carry out due diligence so that these inspections may be conducted under the best conditions. Finally, they agree to willingly implement requests to change their practices that result from the audits as soon as possible.

For its part, SIPLEC agrees to keep the addresses communicated confidential, not to undertake any unfair commercial activity on the basis of this information, to primarily enlist the services of internationally recognised inspection bodies, to communicate the terms of reference of audits prior to their performance, to communicate the results of the inspections carried out to the economic partners and to work with them to seek solutions to reach the level of performance required for all the social and environmental benchmarks for which the audits show insufficient results, within reasonable deadlines and for a reasonable price.

In the event that the economic partner obviously fails to adhere to this code, after an unsuccessful attempt to remedy major failures observed during audits, or in the case of failure to respect the commitments considered as fundamental in the BSCI's code of conduct, which are listed together in the chapter "zero tolerance", SIPLEC may terminate its business relations with the Economic Partners without notice, without these partners being able to demand compensation of any nature.

SIPLEC is also authorised to take any legal action deemed appropriate with the competent courts of any country, if the violation of these terms by the manufacturer harms its brand image or clearly endangers the safety of the users of the products or services.

Signature