



RESPONSIBLE PURCHASING POLICY

Genas, June 18th, 2020

The CLAYENS NP group is committed to controlling the environmental, social and economic impact and encourages the application of good governance practices in the activities of all its purchases.

The materiality analysis has led us to define the strategic plan for the years 2020-2021 and 2022, based on the following:

1- Developing the economic performance of the group and its subsidiaries by creating value and ensuring the availability of products, while maintaining productivity initiatives.

2- Controlling the supply chain by selecting and monitoring our suppliers in accordance with an ethical and responsible Purchase approach.

3- Optimising and supporting our strategic supplier panel to achieve CSR, quality and logistics objectives by 2022:

- o 90% of suppliers committed to the Sustainable Development Charter and EGQA (General Purchasing Quality Requirements).
- o 60% of suppliers certified or under process for ISO14001 certification.
- o 50% reduction in PPM/Demerits and achieving a 95% service rate on the panel of strategic suppliers.

4- Raising the awareness of employees and suppliers to sustainable development and the company's code of conduct in terms of responsible purchasing.

- . Training 100% of buyers in Responsible Purchasing and anti-corruption issues.
- . Evaluating 100% of strategic suppliers on the CSR awareness module CLAYENS NP

The above objectives are to be achieved by 2022.

We implement the means to be exemplary in terms of loyalty regarding the integrity and fair treatment practices of our suppliers, in particular with clear and factual selection criteria :

- We promote access to our tenders as much as possible for local service providers of all sizes, including companies in the protected and professional integration sector.
- We select our strategic suppliers by integrating CSR criteria.
- We take into account CSR aspects in our contract award matrix.
- We monitor suppliers' commitment to our sustainable development charter.
- We ensure the implementation of CSR requirements by suppliers through preliminary assessments and audit activities.

We are committed to regularly reviewing our purchasing policy and associated performance:

- The CSR indicators will be steered by the Sustainable Development Committee.
- The policy will be reviewed by the sustainable development committee at least once a year.

We shall communicate and promote our Responsible Purchasing policy internally and externally:

- When integrating or updating a supplier in our panel via our general Purchasing quality requirements and sustainable development charter.
- When selecting a supplier for a contract through our specifications.
- We invite our strategic suppliers to apply these same requirements to their partners and subcontractors.

The Purchasing Department is responsible for defining and evaluating the overall effectiveness of our purchasing management system.

The General Management is committed to providing the necessary means to achieve the objectives set.

The operational application of the Group Purchasing policy is the responsibility of the Purchasing and Quality Department.

CEO

Eric PISANI



Group Purchasing Manager

Nadia RAMDANI



Group Quality/Sustainability Manager

Christian LACHAZE

