

Through this SUSTAINABLE PURCHASING pact, I want our suppliers and subcontractors, who are considered to be our full partners, to become involved in our CSR policy and commitments. This convergence is an inseparable commitment in our commercial relationship, enabling us to build a lasting partnership and develop new projects together.

**Emmanuel LABRIET - General Director 4F**

## AT 4F

## AT OUR PARTNERS

### BUSINESS ETHICS

We manage our purchasing strategy with honesty and fairness towards our Partners.

Every 4F employee opposes and undertakes to act against any form of corruption or the granting of privileges in order to obtain contracts from its Partners.



In return, our Partners undertake to comply with all anti-corruption regulations.

The negotiation and performance of contracts must not give rise to behaviour or facts that could be classified as active or passive corruption, influence peddling or, more generally, any breach of the duty of probity.

### FAIR PRACTICES

Our partners commit their energy and attention to the quality of their products and to meeting the deadlines they have set. As part of this commitment to the performance of our products, we respect our contracts and our partners' payment deadlines.

We entrust our partners with our products, develop new projects with them new projects with them, and look for new technical solutions to meet our customers' needs.



In return, our Partners undertake to keep confidential all technical and commercial information to which they have or will have access and to avoid any actual or potential conflict of interest that could compromise our interests and our reputation.

Business secrecy must be respected by all our partners.

### LOCAL, SOCIAL AND COMMUNITY INVOLVEMENT

We have chosen to develop our business in France. To give our customers a clear indication of where our products come from, we use the Origine France Garantie® label for our products.

Our purchasing policy is also defined by the fact that most of our raw materials are sourced in Europe.

For 25 years, we have been helping to maintain local know-how, skills and jobs.



As part of this social commitment, we expect our Partners to commit internally to maintaining social dialogue, promoting equal treatment and equal opportunities for their employees, without discrimination or harassment of any kind.

### WORKING CONDITIONS

We are committed to a lasting relationship with our employees through trust and daily dialogue.

We provide them with the resources they need to develop their skills, well-being and safety.

Furthermore, we also promote the training of young talent by reserving positions for work-study students.



We expect our Partners to ensure that the activities carried out on our behalf do not harm the health or safety of their staff, neighbouring communities, or end users.

More generally, our Partners undertake to respect and promote the fundamental rights enshrined in the Universal Declaration of Human Rights, the principles and conventions established by the UN, the OECD and the International Labour Organisation (ILO), as well as the various laws and regulations of the Labour Code in force.

### THE ENVIRONMENT AND ENERGY, OUR PRIORITY

Through our 'local' involvement, we play an active part in minimising the carbon footprint of our products. We favour the use of recycled and recyclable materials in the development of our new products.

Our various OEKO-TEX certificates commit us to respecting human health and the environment.



We expect our Partners to be totally committed to respecting the environment and the regulatory provisions in force, particularly in the treatment and recycling of waste.

We encourage any initiative that helps to control energy consumption and any continuous improvement of environmental protection.

Company Name:

Surname/First Name:

Position:

**I confirm that I have read and understood this pact and undertake to comply with it.**

Date, signature and company stamp: