

SUPPLIER CHARTER



Patrice Lucas,
CEO

"**The Verallia Group** is committed to a responsible approach. Mindful of our role vis-à-vis our partners and the environment, we place sustainability at the heart of our business model. This is expressed through our purpose: "Re-imagine glass for a sustainable future."

We are convinced that our **partners play a key role** in the achievement of our objectives in terms of corporate social responsibility (CSR), but also that we can **accompany them in an approach and a sharing of common values**. We wish to involve them fully in this process and **build lasting relationships** that benefit both parties."



Jérôme Crest
Purchasing Director

"This Supplier Charter reflects our desire to **integrate the Verallia Group's CSR strategy and values throughout our value chain** and to promote them in our relationships with our partners.

We therefore invite our suppliers to participate in this process within their own sphere of action or influence. The **commitment of our partners** in this regard is a determining factor in our selection process. Verallia's purchasing teams are mobilized to ensure that these commitments are met and to participate in the development of progress plans to achieve them."

Introduction

For several years, the **VERALLIA GROUP** has chosen to integrate Corporate Social Responsibility (CSR) into its global business strategy, convinced that it constitutes leverage for improving our activities and our results.

The development of the Verallia **Code of Ethics** and membership in the United Nations' Global Compact are strong signs of our determination to reconcile economic performance with respect for our values.

OUR PURPOSE IS TO RE-IMAGINE GLASS FOR A SUSTAINABLE FUTURE.

As the Group is a major player in the sector, this approach has a significant impact on society as a whole and on changing consumer habits.



Verallia's Purchasing principles

Verallia and its Purchasing Department implement **3 FUNDAMENTAL PRINCIPLES** throughout their operations:

1

ENSURE COMPLIANCE WITH THE VALUES of the Verallia Group by the internal and external stakeholders in their purchasing activities

2

CO-CONSTRUCT SUSTAINABLE RELATIONSHIPS with our suppliers and encourage innovation in support of our global CSR strategy

3

MOBILIZE AND DEVELOP INTERNAL STAKEHOLDERS in the purchasing process in a responsible purchasing approach

Verallia's commitment to its suppliers

#1 • INTEGRITY AND FAIR PRACTICE

The Verallia Group is committed to developing fair terms and conditions with its suppliers and establishing long-term commercial relations, taking into account each supplier's capacity to meet Verallia's needs. Purchasers undertake to comply with competition law, fair practice, and the principle of transparency and confidentiality of exchanges. Similarly, the Verallia Group will not tolerate any breach of the compliance policy relating to economic sanctions.

#2 • ECONOMIC DEPENDENCE

Economic dependence is a daily issue for the Verallia Group, given the specific nature of its activities and the monopolistic or oligopolistic market situation. Verallia is committed to diversifying its supplier base in order to limit the risk of dependence on each party's economic situation. The Verallia Group also encourages its suppliers to implement appropriate action plans for their own partners.

#3 • THE BALANCE OF CONTRACTUAL RELATIONS AND PRACTICES

The Verallia Group respects good practices in contracting through balanced relationships within the framework of negotiations and the formalization of contracts.

#4 • THE PRINCIPLE OF INDEPENDENCE OF OUR OPERATIONS⁽¹⁾

The Verallia Group rejects all forms of active or passive corruption and applies this principle in its business practices, in its relations with private and public partners, and in both domestic and international transactions. Each of the Group's employees, regardless of hierarchical level, undertakes to reject or avoid any compromise between their personal interests and the interests of the Group. Employees shall refrain from seeking personal ends that would be in contradiction with Verallia's objectives. Finally, each employee shall take particular care to avoid any conflict of interest situation.

#5 • RESPECT FOR THE INTELLECTUAL PROPERTY OF OUR PARTNERS⁽²⁾

The Verallia Group guarantees the confidentiality of information provided by its suppliers during the course of business relationships and after their termination. Their intellectual property rights are also respected.

#6 • THE IMPARTIALITY OF OUR SUPPLIER SELECTION PROCESS

The Verallia Group applies the principles of honesty, integrity and fairness to its entire supplier panel. The Group is committed to selecting its suppliers based on bidding processes that reflect real competition. Purchasing teams use objective selection criteria (technical, quality, cost, service, social and environmental). Suppliers that do not meet ethical expectations will be excluded from the panel. Internally, Verallia ensures compliance with competition law, in particular by training employees exposed to the risk of corruption, and by performing internal controls and audits.

#7 • SUPPORTING OUR PARTNERS IN THE CONTINUOUS IMPROVEMENT OF THEIR CSR APPROACH AND PERFORMANCE THROUGH IMPROVEMENT PLANS

The Verallia Group wishes to build a global and sustainable Responsible Purchasing approach with its partners. The Group is committed to supporting its partners in the continuous improvement of their CSR performance through improvement plans, particularly when their practices fall short of the required standards.



(1) Our reference documents: Code of Ethics, Conflict of Interest Policy, Gifts and Hospitality Policy, Anti-Corruption and Influence Trafficking Policy, Agents and Intermediaries Policy, Third-Party Evaluation Policy (2) Verallia Group Intellectual Property Charter

Requirements for Verallia Group partners

The Supplier Charter is intended for all of Verallia's business partners. It thus applies to suppliers, subcontractors and intermediaries. The Verallia Group requires all of its partners to commit to the aforementioned requirements.

DISSEMINATE AND COMMUNICATE THE SUPPLIER CHARTER

The purpose of this Charter is to be shared with key contacts and teams at our suppliers, whether they are involved in projects directly or indirectly related to Verallia.

APPLY THE HIGHEST STANDARDS OF BUSINESS ETHICS

The Verallia Group requires its suppliers to have defined clear internal policies regarding compliance with the following laws and regulations, and to be able to demonstrate that they have been communicated to employees affected by these risks.

Compliance with local law

Suppliers comply with the laws, principles, standards and international and national regulations in force in the countries where they operate. They ensure that their own suppliers or subcontractors comply with this commitment. Where local law requires higher standards than those set out in this Charter, local law shall prevail. Otherwise, the Supplier Charter shall prevail if it provides for higher standards.

The fight against corruption and influence peddling, economic sanctions, embargoes and data privacy

Suppliers implement the necessary diligence to conduct their activities in compliance with all applicable laws regarding the fight against corruption and influence peddling, international economic sanctions, embargoes and data privacy.

Compliance with competition law

Suppliers shall refrain from any form of anti-competitive practice (cartel within the framework of a market, etc.) and shall implement the appropriate preventive measures.

Respect for intellectual property law

Suppliers undertake to respect Verallia's intellectual property rights and to ensure that they do not disseminate confidential information that could be harmful to the group.

CONTRIBUTE TO VERALLIA'S ENVIRONMENTAL STRATEGY

The Verallia Group mobilizes its partners as part of its environmental strategy to reduce its environmental footprint and integrate the circular economy into its value chain.

Supply Chain decarbonization

In October 2021, the Verallia Group shared its objective of reducing Scope 3 CO2 emissions (emissions throughout Verallia's upstream and downstream value chain).

Suppliers have a key role to play in achieving this objective. Verallia expects its suppliers to make a commitment to decarbonization by quantifying greenhouse gas emissions on the one hand, and by adopting measures to reduce emissions related to the most critical emission items for the glass sector (raw materials, transport and packaging) on the other. This is a major issue in the context of the Group's environmental strategy and business relations with external partners.

Preservation of ecosystems and biodiversity

Suppliers are committed to preserving the natural environment in which they operate. They shall implement an environmental management system to prevent any accidental degradation of their environment.

Purchase circularity

Suppliers strive to make their activity part of a circular model. The use of natural resources is limited. Where scrap is produced, it must be processed in a specific way to promote the recovery of unavoidable waste.





RESPECT HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS, AND GUARANTEE DECENT WORKING CONDITIONS

Verallia requires its partners to comply with the International Labor Organization's eight fundamental conventions and the Universal Declaration of Human Rights. Suppliers also guarantee compliance with these international conventions throughout their subcontracting chain.

The fight against forced labor

Suppliers must contribute to the abolition of all forms of forced or compulsory labor and child labor.

Decent pay for our suppliers' employees and financial compensation for overtime

Suppliers shall ensure that employees are paid decent and fair wages that provide a decent standard of living above the poverty line. Wages, including overtime and benefits, shall not be less than the level required by applicable laws and regulations.

In addition to remuneration, suppliers offer their employees social benefits, in accordance with the provisions of each country, in particular with regard to health coverage, provident funds and pensions.

The guarantee of a safe working environment

Suppliers ensure the health and safety of their employees. The workplace must not represent any health and safety risks and must offer the best possible hygiene conditions. These requirements apply to employees and temporary workers as well as to their subcontractors and freelancers. Suppliers provide appropriate protective equipment, apply proven safety devices that take into account the risks specific to the industrial sector and ensure the accessibility of emergency exits. Finally, they ensure an adequate level of awareness and training to limit the risk of work-related accidents and illnesses.

PROMOTE ACCESSIBILITY OF THE GLASS SECTOR

Developing and building an inclusive work environment in an industrial world is a major challenge for our companies. The Verallia Group is committed to opening up and making its workplaces accessible to as many people as possible, through direct recruitment and also through its partners.

Promoting diversity in management and industry

Suppliers are encouraged to actively promote diversity, particularly gender parity in the company's management bodies. Suppliers are encouraged to share with Verallia their actions in this area (hiring, training, professional promotion, etc.).

Inclusion and retention of people with disabilities in the workplace

The Verallia Group wishes to favor partnerships with companies that promote the employment of disabled people.



Verallia risk assessment systems and progress initiatives

Suppliers play a key role in the performance of Verallia's activities. Verallia's Purchasing Department has developed a supply chain risk management process to identify, anticipate, manage and mitigate risks. This process is aimed at selecting suppliers that are in line with Verallia's principles and fully engaging them in the Group's CSR approach.

CSR criteria are included in purchasing procedures relating to calls for tender in order to take into account

the CSR approach taken by suppliers in the selection process. CSR clauses are also included in the contracts signed with suppliers.

In addition, Verallia expects its suppliers to undergo **CSR assessments**, to participate in external audit campaigns and to be part of a continuous improvement process by implementing action plans.

EVALUATION of each supplier's level of risk

CLASSIFICATION of suppliers into inherent risk categories

SUPPLIERS IDENTIFIED as being the most at risk by the risk mapping tool

SUPPLIERS OF SAND and critical raw materials

High residual **RISK SUPPLIERS**

SUPPLIERS REFUSING to perform an assessment

Based on the **AUDIT** results, sharing of action plan

ABSENCE OF COMPLIANCE, arbitration on de-listing the supplier

Mapping of Supplier CSR risks

Evaluation via the ECOVADIS questionnaire

CSR Audit on site

Action plan or de-listing

CONFLICT MINERALS

The Verallia Group applies OECD⁽³⁾ requirements with regard to conflict minerals, although the Group is committed to not making any direct purchases of materials from the areas concerned. The Group is very vigilant with regard to suppliers dealing with raw materials that are part of conflict minerals or potentially from conflict zones.

With respect to its suppliers, Verallia will request guarantees on mineral supplies, in particular:

- Compliance with regulations (the regulation on minerals from conflict zones and Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act on Conflict Minerals, EU Conflict Minerals Regulation 2017/821)
- Compliance with good practices
- Provision of traceability data (Responsible Minerals Initiative, Conflict Mineral Reports or other base).



ENGAGE SUPPLIERS IN VERALLIA'S CSR STRATEGY

The Verallia Group is committed to engaging and mobilizing its partners in the Group's CSR strategy beyond CSR assessments and audits. The aim is to make this relationship part of a global corporate strategy that is sustainable.

Whistleblowing mechanism

FOR ANY SITUATION THAT DOES NOT COMPLY WITH VERALLIA'S PRINCIPLES AND VALUES, **A PROFESSIONAL "WHISTLEBLOWING" ALERT SYSTEM IS AVAILABLE.**

This system makes it possible to alert anonymously and confidentially. For example, requests may concern the following issues: corruption, fraud, discrimination, etc.

The system ensures the confidentiality and anonymity of the whistleblower.

Each alert is subject to a preliminary analysis, treated confidentially, to determine whether the alert is admissible. If so, the whistleblower will be informed and directed to the appropriate channel.

The user's guide to the whistleblowing system, intended for Verallia employees and also for the Group's partners, is available on the Verallia website, in the Ethics and Compliance section.

www.verallia.com



(3) OECD Guide on Due Diligence for Responsible Supply Chains of Minerals from Conflict and High Risk Areas

CONTACTS

If you have any questions, please contact the **Verallia Responsible Purchasing team** at the following address:



responsiblepurchasing@verallia.com

REFERENCE DOCUMENTS



www.verallia.com

Ethics and Compliance Section
Regulated Information Section
Sustainability Section

UN Global Compact:
www.unglobalcompact.org

UN SDG:
sdgs.un.org/goals

Universal Declaration of Human Rights:
www.un.org

UN Guiding Principles on Business and Human Rights:
<https://www.business-humanrights.org/en/big-issues/un-guiding-principles-on-business-human-rights/>

OECD Guide on Due Diligence for Responsible Supply Chains of Minerals from Conflict and High Risk Areas:
<https://www.oecd.org/corporate/mne/mining.htm>

8 fundamental conventions of the ILO (International Labour Organization):
www.ilo.org

Name :

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Date :

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Signature :