

SUPPLIER CODE OF CONDUCT



In conformity with its responsibility toward the duty of vigilance, and in accordance to its desire to control its purchasing, NETCO has implemented a code of conduct for its suppliers. This code defines the principles to be applied in purchasing process in order to meet the major challenges of Corporate Social Responsibility (CSR). This responsibility applies to NETCO's activities as well as those of its partners, sub-contractors and suppliers, wherever they operate.

We ask all our suppliers to commit to the principles of this code, which is based on the 3 following topics:



Ethics and compliance



Social issues and human rights



Environmental issues

Ethics and compliance

The supplier is firmly committed to the principles of ethics and compliance. They must:

- Comply with applicable government regulations and laws;
- Prohibit corruption and influence peddling, including if these practices are locally legal;
- Prohibit fraud and swindling to obtain an advantage;
- Prohibit payments in cash or valuable objects, combat money laundering;
- Prohibit all types of antitrust practices, such as agreements on prices, supply quantity limit or any other agreement affecting free competition;
- Prohibit the use of confidential information obtained from the customer by the supplier to take any advantage, or any form of insider trading;
- Ensure by all means the protection of confidential data, even belonging to a third party, as well as personal information, against disclosure, use, modification or destruction;
- Avoid any conflict of interest and systematically inform the customer of any actual or potential conflict;
- Respect the customer's internal rules relating to gifts: the gift must be occasional and with a reasonable value, and it must not affect the good judgement or impartiality of the person receiving it. Cash gift, sumptuary gifts, benefits in kind, inappropriate or concealed invitations will not be tolerated;



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Social issues and human rights

The supplier must guarantee respect for human rights and ensure that a social balance is maintained within their structure and in the exercise of their activities, as defined in ILO Declaration and in the Universal Declaration of Human Rights, in particular:

- Comply with government regulations applicable to its business;
- Treat its employees with dignity and fairness, without discrimination, intimidation or harassment;
- Prohibit child labour, forced labour, slavery or human trafficking;
- Respect the laws on migrant workers, not resorting to clandestine work;
- Guarantee social dialogue and employees' rights to freedom of association;
- Guarantee a decent and regular wage, respecting the country's legal minimum wage and statutory rest periods;
- Offer decent working conditions, respecting the health and safety of employees;
- Promote diversity and inclusion;

Environmental issues

The supplier manages efficiently the environmental risks associated with its activity, in particular:

- Minimising the environmental impact of the design of the products or services and improving their lifetime;
- Reduce consumption of energy, water and natural resources;
- Reduce the use of hazardous products, minimise waste and ensure that it is treated and recycled in accordance with local requirements and recommendations;
- Make every effort to deal properly with discharges and pollution of all kinds;

These principles extend to any third party directly or indirectly involved in the performance of the supplier's obligations towards NETCO. The supplier will disseminate the rules of good conduct to all its personnel and will ensure their application in order to prevent and detect any contrary behaviour.

The supplier must report to NETCO of any failure at signal@rgi-sas.com

Failure by the supplier to comply with this code of conduct in its entirety will have consequences on the commercial relationship with NETCO, which will then take the necessary measures, which may include the termination of the relationship.

I undertake to comply with and ensure compliance with all these requirements,

The supplier,

Entity:

Last name, First name:

Title:

Date:

Signature and stamp: