

# Purchasing Ethics Charter

## Preamble

As responsible actors, our company is committed to adhering to ethical principles and corporate social and environmental responsibility (CSR) in all its activities. This charter aims to guide practices in order to promote fair trade, respect for the environment, and human rights between Minerva Issartel and its suppliers.

## 1. Combating Corruption

- Integrity and Transparency: Buyers and suppliers must act with integrity, transparency, and honesty in all their transactions. Any form of corruption, including fraud and favoritism, is strictly prohibited.
- Gifts and Invitations: Gifts and invitations must be of symbolic value and should not influence business decisions. Any offer likely to compromise impartiality must be refused.

## 2. Respect for Human Rights

- Child Labor: The use of child labor is prohibited. Suppliers must comply with international conventions and local legislation regarding the minimum working age.
- Illegal Labor: The use of illegal labor is prohibited. Suppliers must comply with applicable laws.
- Dignified Working Conditions: Suppliers must provide safe and healthy working conditions, respect legal working hours, and fairly compensate their employees.

## 3. Equality and Non-Discrimination

- Equal Opportunities: Recruitment and personnel management practices must be based on skills and qualifications, without discrimination based on race, gender, religion, ethnic origin, age, or any other characteristic protected by law.
- Respect and Dignity: All employees must be treated with respect and dignity. Any form of harassment, intimidation, or abuse is prohibited.

### MINERVA ISSARTEL

#### **4. Environmental Respect**

- Sustainable Management: Buyers and suppliers must integrate environmentally friendly practices into their operations, minimizing their ecological footprint and promoting the sustainable use of natural resources.
- Regulatory Compliance: They must comply with all applicable environmental laws and regulations and continuously seek to improve their environmental performance.

#### **5. Commitment and Dialogue**

- Open Communication: Open and constructive dialogue between buyers and suppliers is essential to resolve issues and continuously improve practices.
- Responsibility and Monitoring: Stakeholders commit to regularly monitoring and evaluating their practices to ensure compliance with this charter. Failures must be corrected promptly and effectively.

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