

### INTRODUCTION

#### WE SUPPORT



As a family business on a human scale, Ragni is committed to social, economic and environmental responsibility. A member of the United Nations Global Compact since the end of 2018, Ragni has identified the Sustainable Development Goals to which it contributes through its industrial activities but also via its extra-financial actions. As such, it produces an annual CSR report that can be consulted freely.

Sustainable relations between Ragni and its business partners, as well as the maintenance of a favourable social climate, are essential to the company's success. The objective of the Ragni Responsible Purchasing Charter is to specify the expectations that Ragni has of its suppliers and subcontractors in order to ensure their involvement in sustainable development and to encourage long-term collaboration with partners who share its concerns, values and ambitions.

*For RAGNI, responsible purchasing must take into account economic, environmental and social issues. The partners who have received this charter are invited to sign it and to take the necessary measures to apply the principles it sets out. Finally, the document is in line with RAGNI's social responsibility policy (ISO 26000) and is based on the ISO 20400 standard: Responsible Purchasing.*

### 1. RAGNI'S COMMITMENTS

RAGNI is a signatory of the United Nations Global Compact and is committed to advancing the 17 sustainable development goals and the 10 UN principles within its scope of action. RAGNI encourages its suppliers to do the same:

#### HUMAN RIGHTS

1. Companies are encouraged to promote and respect the protection of international human rights law within their sphere of influence, and
2. Ensure that their own subsidiaries or facilities are not complicit in human rights abuses.

#### LABOUR RIGHTS

Companies are encouraged to:

3. Respect freedom of association and recognise the right to collective bargaining
4. Eliminate all forms of forced or compulsory labour,
5. To abolish effectively all forms of child labour; and
6. Eliminate discrimination in employment.

#### ENVIRONMENT

Businesses are encouraged to:

7. Apply the precautionary principle to environmental issues,
8. undertake initiatives to promote greater environmental responsibility
9. To promote the development and dissemination of environmentally friendly technologies.

#### FIGHT AGAINST CORRUPTION

10. Businesses are encouraged to take action against corruption in all its forms, including extortion and bribery.



### 2. RAGNI'S COMMITMENTS TOWARDS ITS SUPPLIERS

RAGNI respects the Declaration of the International Labour Organisation (ILO) and expects the Supplier to comply with all laws and regulations in force in the places of production of its products, in terms of social and labour law but also the principles stipulated in the following international instruments :

- ILO Conventions 29 and 105 (Forced and Compulsory Labour)
- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Collective Bargaining)
- ILO Conventions 100 and 111 (Equal Remuneration for Men and Women Workers for Work of Equal Value; Discrimination)
- ILO Convention 135 (Workers' Representatives Convention)
- ILO Convention 138 and Recommendation 146 (Minimum Age and Recommendation)
- ILO Convention No. 155 and Recommendation No. 164 (Health and Safety of Workers)
- ILO Convention No. 159 (Vocational Rehabilitation and Employment of Disabled Persons)
- ILO Convention 177 (Home Work)
- Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- UN Convention to Eliminate All Forms of Discrimination against Women.

In general, RAGNI expects the supplier to behave ethically and to be a socially responsible organisation.

#### Selection of suppliers

The choice of suppliers is based on a transparent, fair and impartial purchasing process including quality/quantity compliance, deadlines and various environmental and social criteria.

Suppliers who are not selected are informed of the reasons why they were not selected and areas of improvement are suggested to encourage them to take steps to make progress.

#### Respect and anti-corruption policy

No payment, service or other financial benefit shall be accepted by RAGNI.

#### Privacy and intellectual property

RAGNI shall ensure that all technical, commercial and financial information provided by suppliers remains confidential.

#### Customer-supplier relations

RAGNI's Purchasing Department manages and coordinates all relations with its suppliers and subcontractors. This relationship is based on mutual respect and is based on the following elements, in accordance with the Charter for Responsible Supplier Relations and Purchasing, to which RAGNI is a signatory:

- The implementation of relevant indicators to monitor suppliers and activities
- Clear and transparent communication on purchasing and sales policies
- As far as possible, an amicable resolution of any commercial disputes that may arise.

#### Consideration of overall purchasing costs

In order to assess the content of the various offers received, RAGNI undertakes to:

- Take into account all the components of the cost and not only the price of the good or service
- Integrate in its assessment the uncertainties linked to the evaluation of these costs (supply disruption, non-quality, handling of disputes, currency fluctuation, reliability of after-sales service, social and political risks, etc.)

#### Compliance with international regulations (import/export)

RAGNI's suppliers and subcontractors shall implement business practices that comply with applicable laws, guidelines and regulations regarding the import and/or export of parts, components and technical data. Suppliers shall provide accurate and precise information and obtain export licenses and/or agreements when required.

## To our suppliers, service providers and subcontractors

### Counterfeit

RAGNI's suppliers and subcontractors must implement and maintain effective processes appropriate to their activities to avoid the risk of introducing counterfeit components.

### Environment

RAGNI ensures responsible procurement by taking into account the impact on the environment: end-of-life recycling, waste treatment, pollution, energy consumption, carbon emissions, etc.

### Sustainable development

RAGNI and its suppliers and subcontractors must anticipate the challenges of sustainable development and in particular the environmental impacts of their purchasing policy, their sources of supply and their product/service specifications in order to prepare for a probable tightening of regulatory obligations, future increases in fossil fuels and the likely taxation of greenhouse gas emissions.

## 3. SUPPLIERS COMMITMENTS TOWARDS RAGNI

Ragni's partners must respect the working conditions required by the ILO conventions, the Universal Declaration of Human Rights and the legislation of the country in which they operate.

### Child, forced or compulsory labour

Commitment to respect the minimum legal age limit for admission to employment as defined in the core conventions, not to engage in slavery, forced or compulsory labour, or any other practice of servitude or involuntary labour as defined in the core conventions.

### Health, Safety and Hygiene

Commitment to implement a health and safety policy that aims to ensure a safe and healthy working environment for every employee, to maintain an environment in which the dignity of individuals is respected and to take all necessary measures to limit occupational accidents that may occur in the course of an employee's routine work.

### Combating violence and harassment

Prohibition of verbal or physical threats, physical violence, sexual abuse or any form of harassment.

### Freedom of association

Commitment to respect the freedom of association and the protection of the right to organise and bargain collectively for their employees, as defined in the core conventions.

### Anti-corruption

Commitment to ethical and anti-corruption principles as defined in the UN Convention against Corruption.

### Equal treatment/discrimination

Prohibition of any distinction between persons on the basis of age, gender, religious belief, political opinion, sexual orientation, social or ethnic origin, disability, marital status, nationality, surname or physical appearance. Commitment to promote equal treatment and equal opportunities in accordance with the core conventions on equal pay for men and women for work of equal value and on the ILO principle of non-discrimination.

### Remuneration and working hours

Commitment to comply with all regulations to which suppliers are subject relating to remuneration, benefits and working hours, including those relating to minimum wage, overtime pay, piecework and any other element of remuneration and working time limits.

## To our suppliers, service providers and subcontractors

### Environment and sustainability

RAGNI encourages the supplier to demonstrate its commitment to environmental protection.

RAGNI encourages the supplier to undertake certification according to the international standard ISO 14001 for Environmental Management Systems, unless certification was a prerequisite for approval.

If the supplier does not commit to certification, it is desirable that it formalises its commitment to environmental protection in an environmental policy drawn up at the highest level of the organisation.

RAGNI encourages the supplier to implement a continuous improvement process. It undertakes to collaborate in any progress action undertaken and communicated by the industrial sites of the RAGNI GROUP.

RAGNI encourages the supplier to keep environmental performance indicators up to date and to communicate them to the RAGNI industrial site concerned.

### Confidentiality and data protection

The supplier undertakes not to use or disclose any sensitive or confidential information provided by RAGNI, even after the end of the business relationship.

The Supplier undertakes to comply with the regulations in force concerning the processing of personal data.

### Compliance with this policy

The Supplier undertakes to notify Ragni as soon as possible of any suspected breach of this Privacy Policy that may affect its relationship with Ragni.

### Right to audit

Ragni reserves the right, subject to reasonable notice, to conduct an audit of the supplier to assess its compliance with this Policy. In this case, the supplier shall arrange for the audit to be carried out under favourable conditions.

## 4. SIGNATURE

For RAGNI: Done at Cagnes-sur-Mer, 19 October 2022

**Stéphane Ragni**  
General manager and  
Commercial Manager France



**Jean-Christophe Ragni**  
General Manager and  
Export Manager



**Laurent Bourgard,**  
Purchasing Manager



**Charlotte Taleghani**  
Dialogue and Sustainable  
Development manager



For the partner: Signed at ..... on the .....

I, the undersigned ....., confirm :

- I, the undersigned, confirm that I have received and fully understood the Ragni Responsible Purchasing Charter;
- to adhere to and commit ourselves to respecting its principles;
- that we understand that failure to comply with them may be considered a breach of our obligations, which may result in the termination of the contract, depending on its seriousness;
- that we will inform all our direct suppliers of these principles and encourage them to follow and advance them.

Company name: .....

Function of the signatory : .....

Signature :