

## CSR Charter

### Promoting CSR to build a responsible value chain

TD SYNEX France, (hereafter „TD SYNEX FRANCE“), and all of its employees have been committed for several years to a CSR approach. This approach aims to satisfy all internal and external stakeholders, while limiting the environmental and social impacts of our activities. It is based on 4 pillars:

- Being responsible and exemplary,
- Promoting local development and solidarity,
- Protecting our employees,
- Working for a greener world.

Aware of the importance of its role in the value chain, TD SYNEX FRANCE wishes to promote its values to all its stakeholders through the implementation of this Responsible Supplier Charter.

This Charter formalizes TD SYNEX FRANCE's expectations of its Suppliers, Service Providers and Subcontractors (hereinafter referred to as „Suppliers“), in order to meet its CSR requirements.

The elements set out in this Charter are based in particular on the fundamental principles of the United Nations Global Compact, the Universal Declaration of Human Rights and the UN Sustainable Development Goals.

By adhering to the present Charter, the Supplier undertakes to respect all the elements detailed in it. In the event of non-compliance with this Charter, the commercial relationship between TD SYNEX FRANCE and the Supplier may be reviewed and corrective measures may be considered.

## Environnement

### 1. Responsible production

The Supplier undertakes to implement an appropriate environmental management system aimed at identifying, analyzing and reducing the significant environmental impacts of its activities.

It shall control the consumption of energy and raw materials in order to optimize production in a sustainable manner.

Furthermore, the Supplier undertakes to comply with all applicable environmental laws and regulations.

### 2. Sustainable procurement

In order to achieve a responsible supply chain, TD SYNEX FRANCE puts forward CSR.

Consequently, all its suppliers are encouraged to implement a sustainable and responsible purchasing policy.

This policy must take into consideration both environmental and social aspects.

### 3. Circular economy

The Supplier shall control and manage the end of life of its materials. It is required to favor reuse or recycling rather than destruction.

The Supplier shall set up sorting solutions for its employees in order to limit waste production.

### 4. Minerals of conflict

The Supplier undertakes to comply with the applicable regulations concerning conflict minerals“, including tin, tungsten, tantalum and gold. In addition, the Supplier implements a management system to ensure that the

materials contained in the products it manufactures or supplies do not directly or indirectly finance or benefit armed groups that commit human rights violations.

In particular, the Supplier complies in Europe with Regulation No. 2017/821 on conflict minerals and in the United States with Section 1502 of the Dodd Frank Act.

### 5. Environmental sensibilization

The Supplier undertakes to make all its internal and external stakeholders aware of its environmental approach.

The Supplier undertakes to inform TD SYNEX FRANCE of the presence of hazardous chemical substances that may be released during the life cycle of the products. A list of harmful substances is available on the ECHA web portal.

## Human rights

### 1. Child work

The Supplier undertakes not to use, in any form whatsoever, employees who have not reached the minimum legal age in the country where the work is performed, in accordance with the Convention on the Rights of the Child of 20 November 1989. This age must be in accordance with the principles defined by the International Labour Organization.

### 2. Discrimination

The Supplier undertakes to treat all workers equally and fairly.

The Supplier shall not practice any form of discrimination. It undertakes not to exercise any distinction, exclusion or preference based on color,

gender, religion, political opinion, social origin or disability, which has the effect of altering equality of opportunity or treatment in employment or occupation.

### 3. **Forced labor forcé**

The Supplier undertakes not to use, in any form whatsoever forced or compulsory labor, as defined in particular in the Conventions of the International Labor Organization.

The use of forced labor, slavery, servitude or human trafficking, as well as the withholding of identity papers or work permits, the demand of any deposit from workers, or the use of any other constraint, are prohibited.

The Supplier may not force its employees to work to pay off a debt owed to them or to a third party.

### 4. **Freedom of expression**

The Supplier undertakes to respect the right of its employees to freedom of expression.

### 5. **Sphere of influence awareness**

The Supplier undertakes to promote compliance with the requirements detailed above throughout its sphere of influence.

It shall ensure that its own Suppliers are aware of and comply with these requirements.

## **Safety and working conditions**

### 1. **Dialogue social**

The Supplier undertakes to establish a social dialogue with its employees and to respect the employees' rights to freedom of association and collective bargaining. In particular, employees must remain free to join or not join any association of their choice.

### 2. **Working hours**

The Supplier undertakes to comply in particular with the regulations relating to working hours, overtime, wages and social benefits.

### 3. **Harassment**

Supplier shall treat its employees with respect and dignity. Supplier shall not condone or practice any form of physical punishment, physical, sexual, verbal or psychological harassment, or any other form of violence.

### 4. **Occupational health and safety**

TD SYNEX FRANCE's greatest resource is its human capital. This is why it works to develop an environment that promotes quality of life at work.

The Supplier undertakes to protect the health, safety and well-being of its employees, contractors, subcontractors, visitors and any person likely to be affected by its activities.

## **Ethic and compliance**

### 1. **Fraud**

The Supplier undertakes to be the owner of all intellectual property rights and that its products are free of any fraud.

It undertakes to guarantee the origin of the products by providing a declaration of conformity as well as a safety data sheet according to the applicable regulations, when the products are subject to them.

The Supplier guarantees the respect of the regulations in force, in particular:

- ROHS concerning the use of hazardous materials, in accordance with the provisions of Directive n°2002/95/EC.
- REACH concerning chemical substances, in accordance with the provisions of European Regulation n°1907/2006/EC.
- The radio equipment supplier must also guarantee that the equipment complies with the standards in force concerning electromagnetic waves.:
- ROHS concernant l'utilisation de matières dangereuses, conformément aux dispositions de la Directive n°2002/95/CE.

### 2. **Corruption**

The Supplier undertakes to conduct its operations in full compliance with the applicable regulations on the fight against corruption, as well as TD SYNEX FRANCE's Code of Conduct, and rejects any form of corruption or influence peddling.

### 3. **Conflit d'intérêts et whistleblowing**

The Supplier undertakes to inform TD SYNEX FRANCE of any situation generating a risk of conflict of interest.

TD SYNEX FRANCE undertakes to encourage all of its Suppliers to set up an alert process with the aim of enabling its stakeholders to report, without prejudice, all risk situations.

### 4. **Competition**

The Supplier undertakes to comply with the regulations resulting from competition law. The Supplier promotes healthy competition within its sphere of influence.

### 5. **Information security**

The Supplier shall engage in an information security process based on the regulations in force.

The information collected by the Supplier may not be used for any purpose other than that for which it was collected.

The Supplier must guarantee the security of this information and immediately alert TD SYNEX

FRANCE when a risk arises, according to the contractual conditions.

## **Communication**

The Supplier undertakes to ensure the proper application of this Charter. The Supplier also undertakes to make the commitments of this Charter known and to ensure that they are respected by all its stakeholders.

In order to verify the application of these requirements, the Supplier may be audited by TD SYNEX FRANCE or an auditor appointed by it.

Furthermore, the Supplier agrees to answer any evaluation questionnaires on its CSR approach sent by TD SYNEX FRANCE.

The Supplier certifies that it has read and understood the entire Charter and undertakes to comply with all the requirements detailed in this document.

The Supplier undertakes to inform TD SYNEX FRANCE in writing and without delay of any event that may hinder compliance with these requirements.