



# **SOCIAL & ETHICAL CHARTER**

# PREAMBLE

The **Boulangier** group strives to establish relationships based on trust with its suppliers and partners. These relationships make sense if they are part of a common ethical approach, a key factor for lasting success for our companies.

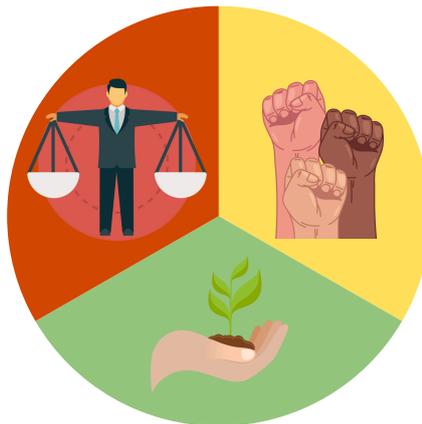
This is the reason why, in order to work in complete confidence, with transparency and integrity, our ethical charter is submitted to all of our partners, including product suppliers, service providers, and sub-contractors.

**With this charter, the Boulangier group wishes to :**

**Commit to fight corruption and ensure ethical business practices**

**Recall the obligation to respect human rights in the workplace**

**Promote sustainability and respect for the environment**



The **BOULANGER** group expects its suppliers, resellers, consultants and other commercial partners to adhere to and commit to respecting this charter.

The principles described in this charter now apply to the evaluation of its current and potential suppliers and partners.

The **BOULANGER** group refers to the company **BOULANGER SA**, registered in the LILLE METROPOLE commercial register under number 347 384 570 and certain of its sister companies with a commercial activity, namely :

SOURCING & CREATION SAS, registered in the Lille Métropole commercial register under n°487 716 623

GUANGZHOU SOURCING & CREATION CO., LTD, license 914401015679219191

WEBDISTRIB SAS, registered in the Lille Métropole commercial register under n° 443 041 926

VENDIDO SAS, registered in the Lille Métropole commercial register under n° 494 707 482

BOULANGER LOCATION SAS, registered in the Lille Métropole commercial register under n° 509 637 161

B DOM SAS, registered in the Lille Métropole commercial register under n°492 065 693

B DOM + SAS, registered in the Lille Métropole commercial register under n°529 339 293

BOULANGER CUSTOMER CARE SAS, registered in the Lille Métropole commercial register under n°519 197 503

SOLVAREA SAS, registered in the ARRAS commercial register under n°751 145 178

# SUMMARY

## 1. ETHICAL RELATIONSHIPS WITH EMPLOYEES

Gifts, invitations and trips  
Conflict of interest  
Facilitation payment  
Donation, charitable contributions, patronage & sponsorship  
Samples  
Favoritism  
Influence peddling



## 2. RESPECT FOR HUMAN RIGHTS



Prohibition of child labor  
Prohibition of discrimination  
Prohibition of forced labor  
Ensuring the health and safety of workers  
Prevent harassment and abuse and establish disciplinary measures.  
Respect of working hours  
Decent salaries

## 3. RESPECT FOR THE ENVIRONMENT

Optimization of natural resources  
Reduce CO2 emissions  
Use and reparability/After sale services  
Detection and end-of-life products  
Striving against waste  
Wood from responsible sources  
Optimize and reduce energy consumption



## 4. MANAGEMENT & COMMUNICATION





# 1. ETHICAL RELATIONSHIPS WITH EMPLOYEES

Our charter sets out the principles that the employees of the **BOULANGER** Group commit to respect, in the exercise of their professions and functions, in order to strike against corruption and promote fair and transparent business practices. These principles are intended to inspire all our partners in their commercial practices with subcontractors, suppliers, and/or sister companies.

It is recalled, if necessary, that corruption consists of soliciting or accepting, directly or indirectly, offers, promises, gifts, presents, or any advantages for oneself or for another person in order to perform, refrain from performing, or have performed an act in the exercise of one's function, mission, or mandate, or to have facilitated it by virtue of one's function, mission, or mandate.

**The Partner commits to complying with and ensuring that their subcontractors, suppliers, and/or sister companies respect the following principles:**

I. Gifts, invitations and trips	II. Conflict of interest
<ul style="list-style-type: none"> <li>• In order to maintain their independence, all employees must inform their manager of any offers of gifts, invitations, or trips (whether given or received).</li> <li>• Gifts of a personal nature or of excessive value will be systematically declined.</li> <li>• Invitations to restaurant may be offered or received with the agreement of the manager, provided they comply with the "Travel and Expense Policy." It is assumed that everyone will be able to pay their share.</li> <li>• Offers of any kind of advantage (discount, goods, services, etc.) in exchange for a good, service, or other consideration which could influence the professional decisions will be refused.</li> </ul>	<p>A conflict of interest exists when, in the context of his professional activity, an employee's personal interests are directly or indirectly in contradiction or competition with the interests of the Group, and may therefore potentially influence the position or decision that he is led to take or not take and call into question his loyalty.</p> <p><b>The partner shall inform the Boulanger Group of any potential or actual conflict of interest situations. The Boulanger Group will then determine the appropriate action to take.</b></p>

III. Facilitation payments	IV. Donations, charitable contributions, patronage and sponsorships
<p>Facilitation payments are unofficial payments of amounts intended to facilitate or guarantee the smooth running of simple procedures or necessary acts that the payer is entitled to expect, whether this entitlement has a legal or another basis.</p> <ul style="list-style-type: none"> <li>• The partner will provide accurate and detailed invoices.</li> <li>• The partner shall refrain from requesting a facilitation payment for any reason whatsoever.</li> </ul> <p><b>Any request for a facilitation payment must be reported immediately.</b></p>	<p>Donations and contributions to charitable activities may be authorised if :</p> <ul style="list-style-type: none"> <li>• they contribute to the development and support of a cause of general interest, local communities and associations</li> <li>• or for direct publicity purposes. The name 'Boulangier' is therefore promoted and disseminated.</li> </ul> <p>Donations to political parties are strictly forbidden.</p> <p><b>All requests for donations or sponsorship will be approved by the relevant member of the Codir.</b></p>
V. Samples	VI. Favoritism
<ul style="list-style-type: none"> <li>• In order to fully achieve their testing objective, they will be made available to all employees. When these samples are no longer needed, they will be donated to associations, the work's council, etc.</li> <li>• If they are on loan from the partner, they will be returned to the partner.</li> <li>• All samples sent for personal use are prohibited and will be refused.</li> </ul>	<p><b>All supplier selection will be based on calls for tender and final choice will be made by at least 2 people.</b></p> 
VII. Influence peddling	
<p>Influence peddling is when a public figure directly or indirectly solicits or offers gifts, money or invitations to perform or refrain from performing an act in the course of his or her duties, or to use his or her influence to obtain distinctions, jobs, contracts,...</p> <p><b>Any attempt at influence peddling will be systematically reported.</b></p>	

## 2. RESPECT FOR HUMAN RIGHTS



The partner commits, **throughout their supply chain**, to comply with, and ensure compliance with the provisions of this Charter, in addition to the national legal provisions of the countries in which it manufactures / has manufactured products in the course of its business.

<b>I. Prohibition of child labor</b>	<b>II. Prohibition of discrimination</b>
<p>The partner undertakes, throughout its supply chain, to comply with and ensure compliance with the provisions of this Charter in addition to the national legal provisions of the countries in which it manufactures and/or has manufactured the products in the course of its business.</p>	<ul style="list-style-type: none"> <li>• Eliminate all forms of discrimination in employment and occupation.</li> <li>• The partner respects the principles of equity in recruitment, remuneration, access to training, promotion, termination and retirement.</li> </ul>
<b>III. Respect of working hours</b>	<b>VII. Decent salaries</b>
<ul style="list-style-type: none"> <li>• The partner shall set working hours in accordance with national legislation and ILO conventions, always applying the one that offers the best protection in terms of the health, safety and well-being of workers.</li> <li>• The partner shall respect the right of all workers to at least one day of rest every 7 (seven) days, as well as to annual paid leave and local and national public holidays provided for by local legislation.</li> </ul>	<ul style="list-style-type: none"> <li>• The partner shall pay its employees wages, overtime, benefits and paid leave equivalent to or higher than the legal minimums and/or industry standards and/or those provided for in collective agreements (the highest amounts applicable).</li> <li>• The partner shall apply a premium rate to overtime for all workers, as provided for by law and, where applicable, collective agreements.</li> <li>• The partner shall not make any deductions from wages that are not authorized or not provided for by national law. It shall not apply any deduction from wages as a disciplinary sanction.</li> </ul>

<p style="text-align: center;"><b>V. Prohibition of forced labor</b></p>	<p style="text-align: center;"><b>VI. Ensuring the health and safety of workers</b></p>
<ul style="list-style-type: none"> <li>• All work will be done on a voluntary basis, and not under the threat of penalty or sanction of any kind.</li> <li>• The use of forced, compulsory or unpaid labor in all its forms, as well as unpaid overtime, is prohibited.</li> <li>• The partner shall not require workers to lodge financial deposits/guarantees and shall not confiscate any identity documents (passport, identity card, etc.). Payment of wages will not be unreasonably delayed.</li> <li>• Bonded labour is prohibited.</li> <li>• Work “under non-cancellable contract” is prohibited</li> </ul>	<ul style="list-style-type: none"> <li>• The partner shall ensure that all working and living areas are safe and healthy.</li> <li>• The partner shall take adequate measures to prevent accidents and damage to health by limiting the causes of risks inherent in the working environment. It provides workers with adequate personal protective equipment.</li> <li>• The partner shall provide appropriate facilities and medical assistance.</li> <li>• The partner shall take adequate fire-fighting measures and ensure the solidity, stability and safety of buildings and equipment, including residential areas, where applicable.</li> <li>• The partner shall guarantee that workers have access to clean sanitary facilities, as well as drinking water and, if necessary, sanitary equipment for the preparation of meals and the storage of foodstuffs.</li> <li>• The partner shall ensure that workers and management receive sufficient training in the following areas: handling and disposal of chemicals and other hazardous materials, health and safety, etc.</li> </ul>
<p style="text-align: center;"><b>VII. Prevent harassment and abuse and establish disciplinary measures</b></p>	
<ul style="list-style-type: none"> <li>• The partner treats all workers with respect and dignity.</li> <li>• The partner does not practice or tolerate moral or physical harassment or abuse of any kind.</li> <li>• The partner will develop written disciplinary procedures, which will be clearly explained to workers. All disciplinary actions will be recorded</li> </ul>	



# 3. RESPECT FOR THE ENVIRONMENT

The partner is invited to apply **the precautionary principle** when addressing environmental issues. It commits to assess and reduce the impact of its activity on the environment in order to help preserve natural resources and universal common goods, at least in the following areas:

I. Optimization of natural resources	II. Use and repairability/ After sale services
<p>Favor raw materials</p> <ul style="list-style-type: none"> <li>• from recycled and/or recyclable sources if available, thus encouraging the circular economy;</li> <li>• from renewable, non-endangered and/or certified sources (organic cotton, natural fibers, etc.)</li> <li>• close to the manufacturing sites, thereby limiting the impact of transport.</li> <li>• whose extraction conditions respect local populations and ecosystems.</li> </ul>	<ul style="list-style-type: none"> <li>• Explicitly present with the product, the conditions of use and operation for optimal risk-free for customers.</li> <li>• Promote reparability as much as possible, right from product design stage, in order to extend its lifespan.</li> <li>• Provide to the Boulanger Group with information on the availability of spare parts at the time of listing, as well as all the information enabling our customers and employees to significantly increase the proportion of repaired products.</li> </ul>
III. Reducing CO2 emissions	IV. Detection and end-of-life products
<p>Reduce transport-related CO2 emissions by:</p> <ul style="list-style-type: none"> <li>• favoring more environmentally-friendly modes of transport</li> <li>• Optimizing loading rates, while guaranteeing safe unloading conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide the customer with clear instructions for sorting and recycling end-of-life products</li> <li>• Encourage the reuse and recycling of end-of-life products to promote the circular economy</li> </ul>
V. Wood from responsible sources	VI. Reduce energy consumption
<p>To supply the Boulanger Group with merchantable wood products, from responsible sources with priority given to FSC or PEFC certified wood.</p>	<p>Strive to optimize and reduce energy consumption</p>
VII. Reduce waste	
<p>The partner makes every effort to combat waste upstream. All waste, particularly hazardous waste, must be handled responsibly (identification, storage, disposal, treatment) and in accordance with local laws.</p>	





The partner undertakes to appoint a **qualified representative** who will be responsible for communicating this charter to all its employees and subcontractors, as well as ensuring its implementation through training, daily actions and daily applications.

The partner also undertakes to encourage continuous improvement at all levels of its supply chain, with a view to the practical application of our charter.

### HOW TO REPORT ?



You witnessed an unethical behavior ? You can contact the compliance officer at [ld-daf conformité@boulanger.com](mailto:ld-daf_conformité@boulanger.com). You can also use the WhistleB confidential alert platform (<https://report.whistleb.com/fr/boulangergroupe>), set up specially for this purpose and accessible **24/7**. A response will be systematically provided.