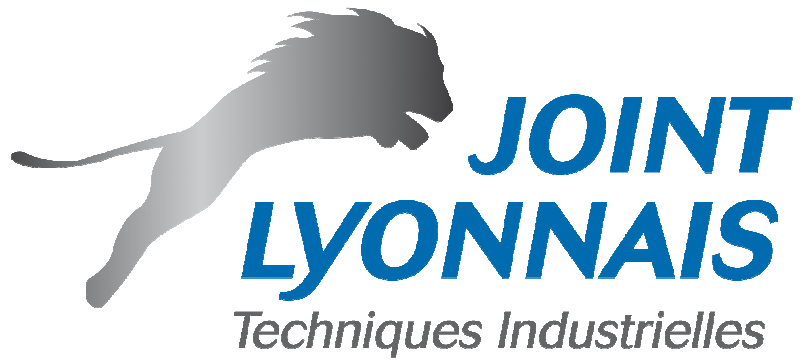


# 1 PREAMBLE



## **OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT AND RESPONSIBLE BUSINESS PRACTICES**

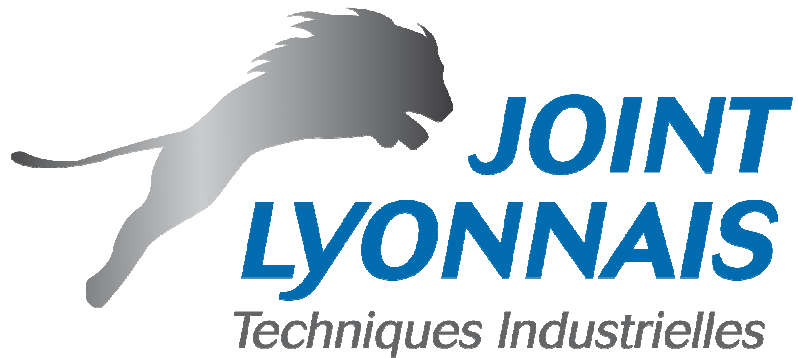
Joint Lyonnais Techniques Industrielles has chosen to place sustainable development at the heart of its strategy. It has drafted a Code of Values applying to its employees and copied to its key suppliers.

Joint Lyonnais Techniques Industrielles (JLTI) has instigated an approach based on sustainable development and on-going progress. We ask all our suppliers to share this approach with respect to their own environment and in response to the societal and social expectations of their own stakeholders.

This is the purpose of our "Commitment to sustainable development" (referred to below as "the Commitment")



## 2 PRINCIPLES



### **2.1 HUMAN RIGHTS**

JLTI suppliers shall promote and respect international law on Human Rights within their spheres of influence, and ensure that their own companies are not parties to the violation of Human Rights as defined in the Universal Declaration of Human rights.

### **2.2 LABOUR STANDARDS**

#### **2.2.1 Recourse to forced labour**

Our suppliers shall not make use of forced labour.

The definition of forced labour corresponds to the ILO (International Labour Organisation) conventions n° 29 and 105, and specifically includes work carried out under threat or following coercive measures applied to political prisoners, the requisition of labour for economic development, labour as a means of work discipline, punishment for participation in strikes or as a form of racial, social, national or religious discrimination.

#### **2.2.2 Child labour**

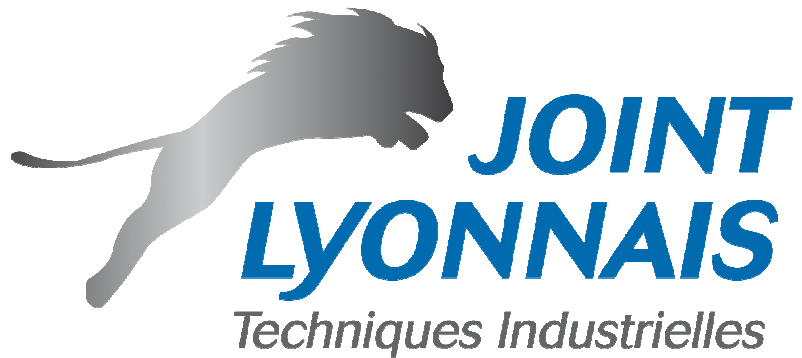
JLTI suppliers shall not employ, for any reason whatever, a person who has not attained the minimum working age under their national legislation or Convention 138 and 182 of the ILO, it being understood that for the purpose of the Commitment the highest age in these conventions will be taken as the reference.

#### **2.2.3 Discrimination with regard to employment and profession**

Our suppliers shall ensure equality of work opportunity or career development regardless of race, colour, religion, sex, age, political opinion, nationality, social background or sexual orientation. They shall offer an equal wage for the same work carried out in comparable working conditions.

They shall encourage the employment of handicapped persons.

## 2 PRINCIPLES



### **2.2.4 Freedom of association**

JLTI recognises workers' and employers' rights to constitute, without prior notice, the organisations of their choice and to become affiliated to them and negotiate collectively freely and independently, and undertakes to respect the free exercise of union rights in compliance with the regulations of the country in question. Workers must be able to benefit from adequate protection against any discriminatory act likely to infringe freedom of association with regard to employment.

In countries where these fundamental rights are restricted by law, suppliers shall encourage any measures aimed at allowing the development of the freedom of expression of workers concerning their conditions of work and the dialogue between management and labour.

### **2.2.5 Working hours**

Weekly rest

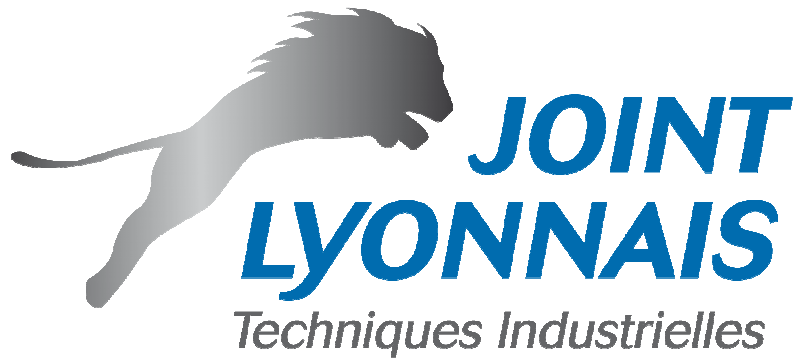
In order to allow workers adequate rest, and in compliance with ILO convention n° 14, suppliers shall guarantee their employees a minimum of twenty-four hours continuous rest for each seven day period.

### **2.2.6 Minimum wage**

Suppliers shall comply with local legislation applying to the minimum wage.

The wages they pay shall be at least on a level with the average wages paid in the country concerned for comparable activities, taking account of social benefits.

## 2 PRINCIPLES



### 2.3 HEALTH AND SAFETY

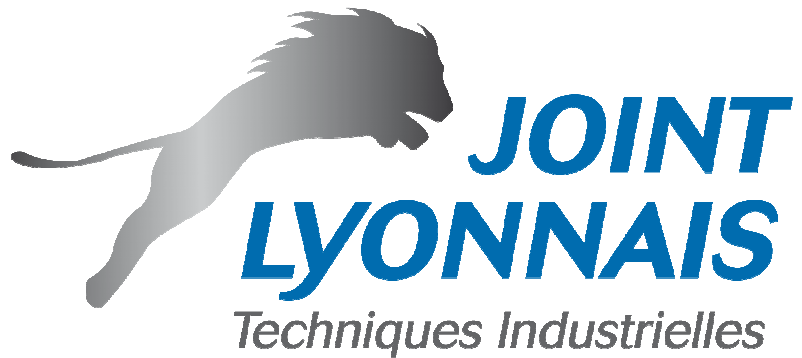
Suppliers shall implement a system which guarantees compliance with the regulatory requirements which apply to them.

They shall ensure that their business activities are not harmful to the health of:

- their employees
- their sub-contractors,
- local populations,
- users of their products.

They shall implement an industrial safety system with the aim of guaranteeing a good degree of safety in their companies.

## 2 PRINCIPLES



### **2.4 ENVIRONMENT**

Suppliers shall apply a cautious approach to environmentally-related problems, take initiatives to promote greater environmental responsibility and encourage the development and use of environmentally-friendly technologies.

In all cases, suppliers shall comply with the regulations in force in the countries where they operate.

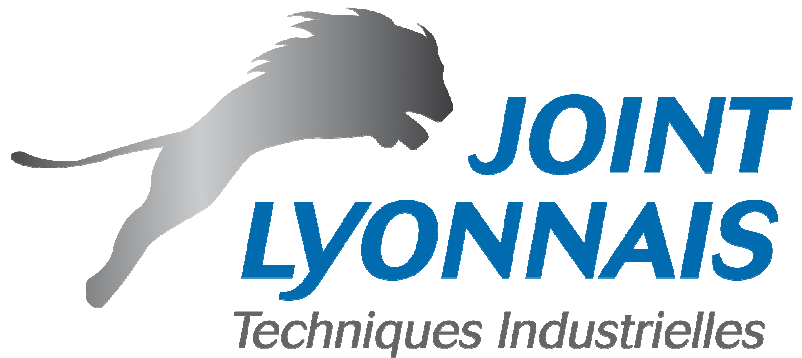
Suppliers shall assess the impact of their activities on the environment and accordingly set up an Environmental Management System designed to control this impact. In particular, this system must describe the organisation, the action taken to inform and train staff, and the resources made available to monitor it.

Suppliers shall set up suitable preventive measures when they use dangerous substances in their processes or incorporate them into their products. They shall provide all the information required for the correct use of the products supplied. Our suppliers shall encourage the use and supply of recyclable products.

### **2.5 ENVIRONMENTAL INTEGRATION**

Suppliers shall ensure that their business is correctly integrated into the local environment.

# 3 IMPLEMENTATION



## **3.1 CONTRACTUAL VALUE**

The Commitment is an integral part of the contractual purchasing documents.

## **3.2 SCOPE OF APPLICATION**

The Commitment applies to all Joint Lyonnais Techniques Industrielles Group suppliers.

JLTI asks its suppliers to apply its principles to their own suppliers.

## **3.3 SUPPLIER COMMITMENT**

### **A/ Commitment**

In all cases, suppliers must at least comply with the local and national regulations.

If the principles defined by JLTI are more demanding than these regulations, they will be considered as the principles of reference.

By their signature, suppliers confirm their acceptance of the Commitment and undertake to comply with its principles or implement an approach leading to compliance with them.

### **B/ Progress Plan**

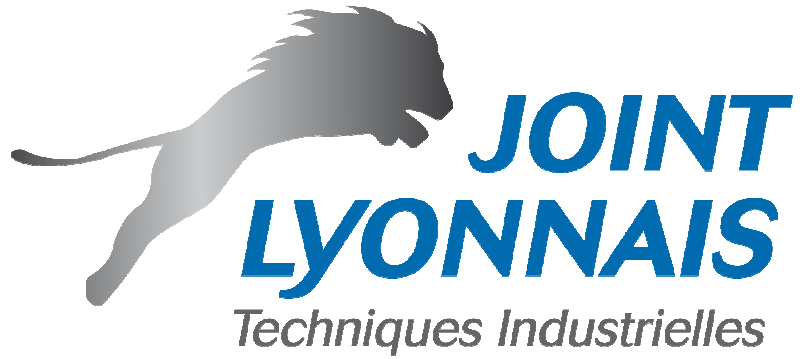
JLTI and its suppliers are partners in a shared approach leading to progress.

JLTI remains mindful that difficulties that may occur in applying the principles of the Commitment.

In particular, since in certain cases the application of the principles of the Commitment may lead to indirect damages which are greater than the situations they aim to correct, JLTI and the supplier concerned will agree to adopt the principles or take the appropriate supporting measures.

If necessary, and insofar as its resources permit, JLTI may provide assistance to its suppliers to enable them to attain the criteria set by the Commitment

# 3 IMPLEMENTATION



## **3.4 MONITORING OF SUPPLIER PERFORMANCE**

The suppliers' performance in terms of sustainable development is monitored by the Purchasing Department and contributes to their overall assessment within the framework of their listing as suppliers, and during the selection process following calls for tender.

## **3.5 REQUESTS FOR INFORMATION AND MONITORING**

JLTI may find it necessary to ask its suppliers for information regarding their practices in areas covered by the Commitment, for example in the form of a questionnaire.

JLTI reserves the right to carry out monitoring in all areas covered by the Commitment, regardless of any checks that may be undertaken otherwise by the competent authorities.

## **3.6 SANCTIONS**

Any refusal by a supplier to commit itself to a continuing progress approach or to provide the transparency required by JLTI may, if a warning procedure has had no effect, lead to the unilateral termination of its contracts by JLTI without compensation.