

# Supplier & Partner Charter

Last updated: November 2024

## Introduction

This Charter sets out 74Software's commitments to its suppliers and partners, as well as the commitments expected of them. A signatory of the United Nations Global Compact, 74Software favours establishing lasting relationships with its suppliers and partners and is committed to applying, promoting and supporting the various fundamental principles of Corporate Social Responsibility (CSR).

As part of its responsible purchasing and partnership approach, 74Software wishes to maximize its positive impact across its value chains. Through this Charter, 74Software therefore seeks to ensure that its suppliers and partners share its ethical requirements and principles with regard to Human Rights, working conditions, environmental issues, the fight against corruption and business practices.

## 74Software's commitments

### Business Ethics

74Software is committed to complying with all applicable laws, regulations and standards relating to business ethics. 74Software's Code of Ethics is its frame of reference. It specifies the rules of good conduct and procedures that help Group companies, their directors and employees to conduct their business with integrity, in compliance with the company's values and prevailing laws, both internally and in dealings with individuals and businesses with which they have a professional relationship. 74Software's Code of Ethics also defines the warning devices available in the event of non-compliance with these rules.

74Software ensures that the rules set out in its Code of Ethics are known to all stakeholders with which it interacts.

### Fairness and transparency

74Software encourages and promotes fair competition between its suppliers and partners. 74Software selects its suppliers and partners impartially, based on objective, fair, and transparent criteria such as, for example, the quality or cost of a product or service, or its social and/or environmental impact.

### Partnership policy and risk of mutual dependence

74Software closely considers the sustainability of its relationships with its suppliers and partners. 74Software strives to reduce the risk of mutual dependence and may, where appropriate, implement concerted, anticipated, and progressive withdrawal measures to take into account the level of dependence and opportunities for diversification or adaptation.

### Confidentiality and intellectual property rights

In the course of its commercial relations, 74Software undertakes to protect the confidentiality of information and data communicated to it by its suppliers and partners. 74Software therefore makes available to its employees all necessary means for processing, handling and storing critical, personal and/or confidential data or information.

As a software publisher, intellectual property is an integral part of 74Software's business. 74Software is committed to respecting intellectual property rights and innovation and provides its employees with measures to ensure their protection.

### Payment periods

74Software undertakes to comply with payment periods negotiated and agreed in advance, within a framework that complies with prevailing laws and regulations in the countries where the company operates.

## Supplier & Partner Commitments

In addition to complying with applicable laws and regulations in the countries where it operates, the Supplier or Partner undertakes to:

### Respect Human Rights and working conditions

- Exclude any form of forced, compulsory or undeclared labour;
- Not employ persons who have not reached the minimum legal age required by prevailing legislation in the local country;
- Ensure decent working conditions and pay its employees fairly;
- Provide employees with a healthy work environment and adopt appropriate preventive occupational health and safety measures;
- Ensure its employees are treated with respect and dignity and prevent any form of discrimination or harassment;
- Ensure that the right of employees to freedom of expression, freedom of association and collective bargaining is respected.

### Business Ethics

- Exclude any conduct or facts that could be classified as corruption, complicity in influence peddling or favouritism, particularly during the negotiation and performance of contracts;
- Act in strict compliance with competition laws to ensure fair and equal competition;
- Prevent and avoid conflicts of interest;
- Implement all necessary measures to ensure the confidentiality and protection of data entrusted to it.

### Environment

- Reduce as much as possible the environmental impact of its activities, sites, products and/or services;
- Prevent pollution from its activities, sites, products and/or services;
- Measure and reduce as much as possible its greenhouse gas emissions;
- Preserve natural resources, in particular by controlling its consumption of water, energy and raw materials, and protect biodiversity;

- Promote the circular economy, limit waste production and optimize waste recycling;
- Control the risks associated with the use of chemicals and hazardous materials and comply with international standards for conflict minerals.

## Implementation

By signing this Charter, the Supplier or Partner undertakes to:

- Comply with its principles or implement corrective measures to ensure compliance;
- Ensure that its own suppliers and subcontractors comply with all the principles set out;
- Provide 74Software, upon request, with evidence of proper compliance with the Charter;
- Welcome, on request, internal or external auditors to verify application.

## Whistleblowing procedure

74Software encourages its suppliers and partners to share their concerns about situations or conduct that would violate the principles described in this Charter using the dedicated email address:

[74software.ethics.notification@74software.com](mailto:74software.ethics.notification@74software.com) .