



SUSTAINABLE DEVELOPMENT CHARTER

Suppliers & subcontractors

1 - INTRODUCTION

Sustainable development is a key element of Business & ICT Consulting's strategy. This implies for us to respond to societal needs of our partners, and also to anticipate the environmental, social and economic evolutions of the society. Therefore, the management of Business & ICT Consulting has decided to integrate the sustainable development dimension into our activities.

Our approach is directly linked to the policy of « Sustainable Development » as defined by the European Commission. Ethics is one of the foundation of Sustainable Development; and we have made it a priority. Within our organization, ethics is present at all levels, guides our way of interacting with our partners and coexists with our values.

Business & ICT Consulting is committed to a set of rules of conduct and ethics set out in its Code of Ethics. Purchases of goods and services are an important element of the sustainable development approach of Business & ICT Consulting. As such, Business & ICT Consulting asks its suppliers and subcontractors to read, endorse and respect this Sustainable Development Charter.

2 - PRINCIPLES

For each of the principles listed in the following chapters, suppliers and sub-contractors of Business & ICT Consulting must conform to:

- ✓ Universal Declaration of Human Rights of the United Nations
- ✓ The Fundamental Conventions of the International Labor Organization
- ✓ The guidelines of the Organization for Economic Cooperation and Development (OECD)
- ✓ The rules of conduct of the International Chamber of Commerce
- ✓ And any other international convention or regulation, national and local applicable to their activities in the countries where they operate.

3 - IMPLEMENTATION AND CONTINUOUS IMPROVEMENT

The Charter for Sustainable Development is an integral part of the contractual arrangements between Business & ICT Consulting and its suppliers and subcontractors. In Sustainable Development approach, Business & ICT Consulting wishes that its suppliers and sub-contractors will pass on the principles of the Charter to their own suppliers and sub-contractors.

Adherence to the principles listed below and continuous improvement actions to get more engaged on to these principles are amongst the evaluation criteria of the suppliers and sub-contractors of Business & ICT



Business & ICT Consulting

Consulting. However, they are free to define the integration of sustainable development into their own business strategy as well as the implementation of the translated principles into their own action plans.

4 – AREAS OF INTEREST

4.1 Working Standards

Suppliers and sub-contractors of Business & ICT Consulting adhere to the following principles:

- ✓ The elimination of all forms of illegal or forced labor;
- ✓ The elimination of child labor;
- ✓ The elimination of all forms of discrimination towards access to employment;
- ✓ Compliance with legal provisions regarding maximum hours of work;
- ✓ Compliance with applicable laws on minimum wages;
- ✓ Respect for freedom of association of employees ;
- ✓ Compliance with applicable legal provisions regarding dismissal.

4.2 Ethics

Suppliers and sub-contractors of Business & ICT Consulting adhere to the following principles:

- ✓ Compliance with all laws and regulations regarding corruption, bribery and extortion;
- ✓ Compliance with all laws and regulations regarding money laundering;
- ✓ Disclosure of situations where there is a real or potential conflict of interest with the employees and directors of Business & ICT Consulting or environment that may affect their actions or business decisions;
- ✓ Moderation in the provision of gifts and invitations to employees and directors of Business & ICT Consulting; they must be of a reasonable value, modest and symbolic, and offered on an occasional basis.

4.3 Environment

Suppliers and sub-contractors of Business & ICT Consulting adhere to the following principles:

- ✓ The implementation of policies that contribute to the preservation of the environment and the mitigation of their impacts on natural resources;
- ✓ The limitation of the waste generated by their manufacturing process and recycling;
- ✓ Limiting the use of toxic products and strict compliance with the legal provisions applicable in the matter;
- ✓ The development of environment friendly technologies (Production, logistics, etc.) and energy saving technologies

4.4 Health and Safety of work

Suppliers and sub-contractors of Business & ICT Consulting adhere to the following principles:

- ✓ The preservation of the health and safety of their staff, their own sub-contractors, local communities and users of their products;
- ✓ Knowledge and management of health and safety risks related to their activities;



4.5 Products and Services

Suppliers and sub-contractors of Business & ICT Consulting adhere to the following principles:

- ✓ To take into account the environmental, health and safety respect in the design of their products and services and to reduce the negative impacts of these throughout their life cycle;
- ✓ The provision, where possible, of products and services "environmentally friendly", environmentally and socially responsible.