

## Responsible and Ethical Procurement Policy

### 1. General Commitment

In accordance with French Law No. 2017-399 on the Duty of Vigilance and French Law No. 2016-1691 on Transparency, the Fight Against Corruption and the Modernization of Economic Life (“Sapin II”), Weil Industries reaffirms its commitment to conducting all business activities with the highest standards of integrity, responsibility, and transparency.

The Company is committed to identifying, preventing, and mitigating risks related to human rights, labor standards, fundamental freedoms, health and safety, as well as environmental impacts arising from its own operations and those of its suppliers, subcontractors, and business partners.

### 2. Scope and Guiding Principles

This Policy applies to all employees, suppliers, subcontractors, and business partners of Weil Industries.

It is founded on the principles of ethical conduct, fairness, transparency, sustainable development, social responsibility, and a policy of zero tolerance toward corruption or any conduct inconsistent with integrity and probity.

Weil Industries and its partners commit to:

- Designing and delivering responsible, high-quality products and services;
- Maintaining ethical, fair, and transparent supplier and customer relationships;
- Supporting employee development, mobility, and continuous training;
- Promoting employee well-being and quality of life at work;
- Ensuring equal opportunity in recruitment, career progression, and promotion;
- Managing and reducing the environmental footprint of activities, products, and services;
- Encouraging the development of a circular economy;
- Respecting the principles of the United Nations Global Compact, the International Labour Organization (ILO) Core Conventions, and the Universal Declaration of Human Rights;
- Preventing all forms of forced labor, child labor, harassment, or discrimination;
- Ensuring working conditions that respect human dignity, including measures to prevent psychosocial risks and workplace stress;
- Complying with applicable social and environmental regulations and striving for international best practices, particularly with respect to the reduction of greenhouse gas emissions;
- Integrating recyclability and eco-design criteria from the earliest stages of product development and promoting the use of environmentally responsible materials, in line with the Paris Climate Agreement;
- Minimizing waste generation throughout the product lifecycle, including production, transportation, and end-of-life management.

### 3. Duty of Vigilance Framework

To comply with its legal and ethical obligations, Weil Industries has implemented a Duty of Vigilance Plan that includes:

1. A comprehensive risk mapping identifying potential human rights, social, environmental, and governance risks;
2. A supplier and subcontractor evaluation and audit process;
3. Preventive, mitigation, and corrective action plans;
4. A secure whistleblowing and reporting mechanism, ensuring confidentiality and protection against retaliation;
5. An ongoing monitoring and assessment process, with annual reporting integrated into the Company's CSR report.

This vigilance plan is published and reviewed annually in accordance with applicable legal requirements.

### 4. Anti-Corruption and Ethical Business Conduct

Weil Industries enforces a strict zero-tolerance policy toward any form of corruption, bribery, influence peddling, fraud, or favoritism.

The Company has implemented a robust anti-corruption compliance program, including:

1. An Anti-Corruption Code of Conduct;
2. A corruption risk assessment and mapping process;
3. Procedures for conducting due diligence on third parties;
4. Internal accounting and financial controls ensuring transparency and traceability of transactions;
5. Mandatory training programs for employees exposed to corruption risks;
6. A confidential and secure internal reporting system;
7. Disciplinary measures in the event of non-compliance;
8. An internal control and monitoring framework overseen by the Compliance function.

### 5. Role of Procurement Teams and Business Partners

Weil Industries' procurement teams commit to acting with professional integrity, objectivity, fairness, and transparency in all dealings with suppliers and subcontractors.

They are responsible for ensuring the effective implementation of this Policy and for promoting responsible and ethical practices throughout the supply chain.

Suppliers commit to making this Policy binding on their own subcontractors and to cooperating fully with any assessment, audit, or evaluation requested by Weil Industries.

## 6. Monitoring, Continuous Improvement, and Communication

Weil Industries commits to:

- Regularly reviewing and improving the effectiveness of its vigilance and compliance frameworks;
- Publishing an annual overview of actions and progress in its CSR report;
- Updating this Policy to reflect regulatory changes and evolving international best practices;
- Promoting a strong culture of ethics, compliance, and transparency across all levels of the organization and its business partners.

## 7. Conclusion

This Responsible and Ethical Procurement Policy reflects Weil Industries' firm commitment to conducting its business in a responsible, sustainable, and exemplary manner.

It underscores the Company's determination to make ethical conduct, risk prevention, and anti-corruption compliance strategic priorities in support of long-term, sustainable, and responsible growth.