

Responsible and Ethical Procurement Policy

WEIL INDUSTRIES, together with its employees, suppliers, subcontractors and business partners, undertakes to conduct its activities in accordance with the highest standards of ethics, integrity and transparency. To this end, each party shall implement all measures necessary to ensure compliance with the commitments set forth in this Responsible and Ethical Procurement Policy throughout its design, sourcing, manufacturing and supply chains for products and services. Furthermore, each party agrees to cooperate fully with any assessment, review or audit conducted for the purpose of verifying compliance with this Policy and to ensure that equivalent obligations are imposed upon its own suppliers and business partners.

1. Business Ethics Commitments

- Conduct their business activities with integrity, accountability and transparency, in compliance with all applicable laws, regulations and international standards, including, where applicable, French Laws No. 2017-399 relating to the Duty of Vigilance and No. 2016-1691 relating to Transparency, Anti-Corruption Measures and the Modernisation of Economic Life.
- Refrain from offering, promising, granting, requesting or accepting, directly or indirectly, any undue advantage, payment, gift or benefit intended to obtain or retain improper business advantages.
- Maintain complete, accurate and auditable accounting records reflecting all transactions in accordance with applicable legal requirements.
- Promote and support the development of a circular economy through responsible sourcing and resource management practices.

2. Environmental Commitments

- Design, develop and provide products and services that are sustainable and environmentally responsible, including by integrating recyclability requirements at the design stage, promoting the use of environmentally friendly materials and minimising waste throughout production, transportation and end-of-life management processes.
- Comply with all applicable environmental laws and regulations and endeavour to implement recognised industry best practices, particularly with regard to the reduction of greenhouse gas emissions.
- Identify, prevent, mitigate and, where appropriate, remediate environmental risks and adverse impacts arising from their activities.

3. Human Rights and Labour Commitments

- Respect internationally recognised human rights and comply with applicable labour and social legislation, including the principles of the United Nations Global Compact, the Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organization (ILO), notably those relating to the prohibition of forced labour, child labour and discrimination.
- Identify, prevent and mitigate risks relating to human rights violations, labour rights infringements, health and safety risks and restrictions on fundamental freedoms, and prohibit any form of work performed under conditions that may endanger the health, safety or dignity of individuals.
- Ensure equal opportunity and fair treatment in recruitment, employment, career development and promotion decisions.
- Promote employee development through appropriate training and professional mobility opportunities.
- Foster management practices and working conditions that respect human dignity and workers' rights and contribute to the prevention of psychosocial risks, while promoting employee well-being and quality of working life.

- Exercise due diligence to ensure that the extraction, transportation and trade of Tantalum, Tungsten, Tin and Gold (3TG) incorporated into the Company's products do not contribute to conflict, human rights abuses or other practices prohibited under Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

The Procurement Department of WEIL INDUSTRIES undertakes to act with independence, impartiality, fairness and transparency in its relationships with suppliers and subcontractors. Procurement personnel shall promote the effective implementation of this Policy and encourage the adoption of exemplary ethical, social and environmental practices throughout the supply chain.