

SNF

RESPONSIBLE CHEMISTRY



RESPONSIBLE
PURCHASING
CHARTER

INTRODUCTION

PEOPLE AND ENVIRONMENT-CENTRIC SUSTAINABLE GROWTH

SNF is a benchmark figure within the water treatment industry and its related industrial applications. Our many long-standing initiatives to promote Sustainable Development and Corporate Social Responsibility, those focused on the environmental, social, and economic fields (i.e., energy balance, carbon balance, sustainable development report, social balance, etc.), bear witness to our determination to develop and promote more responsible and sustainable chemistries.

With this in mind, just as it is a requirement for our employees to follow the SNF Group's Code of Conduct, we have compiled and documented the commitments to which our partners and subcontractors are required to adhere within this Responsible Purchasing Charter. Compliance is critical in the evaluation and selection of our suppliers.

SNF seeks to develop sustainable purchasing commitments with local and international partners who practice ethics, social and environmental policies consistent with ours, namely the UN Global Compact.

This Responsible Purchasing Charter is an acknowledgment of the requirements we place on our suppliers to:

- **Observe the international Human Rights Law and ensure that no form of work is detrimental to the health or safety of people, as well as to respect the Fundamental Conventions of the International Labour Organization.**
- **Guarantee freedom of expression and association, ensure the security of information, fight against forced labour, child labor, and all forms of discrimination.**
- **Fight against corruption and have impeccable business ethics by fighting against all forms of extortion, conflicts of interest, fraud, money laundering, and anti-competitive practices.**
- **Control and curb the impacts of their activities on the environment and comply with regulatory requirements.**

SNF also reminds its partners and suppliers to comply with the national laws and regulations in which they operate.

1 RESPONSIBLE PURCHASING PRINCIPLES

EQUALITY AND RESPECT IN THE WORKPLACE

SNF requires its suppliers to treat its employees fairly without any direct or indirect discrimination (sexual, ethnic, religious, disability, trade union, political). Our suppliers must offer equal employment opportunities and equal pay. Suppliers must also combat harassment and bullying of employees.

LABOR LEGISLATION

SNF asks its suppliers to be uncompromising in their respect for the regulatory and legislative framework for labour and asks them to ban all forms of forced, illegal, concealed, illicit, uncontracted or unregulated labour.

FREEDOM OF EXPRESSION AND ASSOCIATION

SNF requires its partners to respect the freedom of expression and association of employees. Suppliers therefore must respect the principles of freedom of expression, association, and protection of trade union rights in accordance with local legislation.

CHILD LABOUR AND HUMAN RIGHTS

SNF requires its suppliers not to employ any children and, where there is a legal requirement for a higher age, not to employ any children below the legal age. Additionally, suppliers are not to impose forced labor, and must respect human and International Labor Organization rights.

CORRUPTION

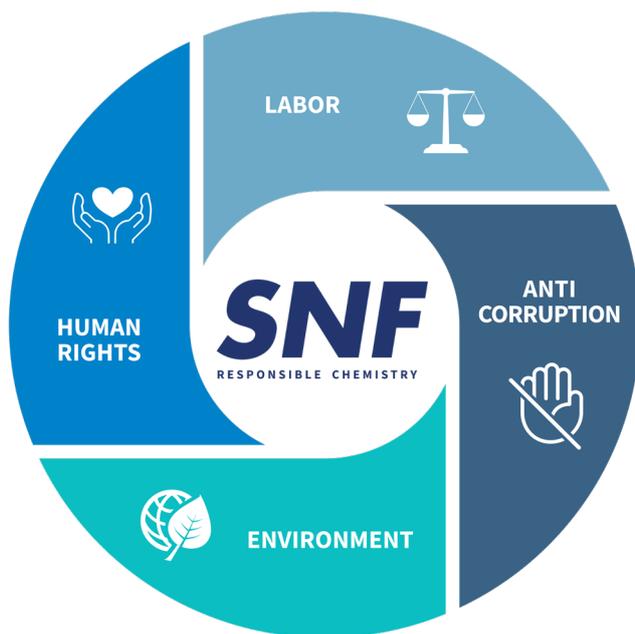
SNF asks its suppliers to behave in a fair, honest and ethical manner and to follow the principle of open and fair competition according to the legislative framework of the country. Any attempt at corruption (bribes, etc.) shall be subject to immediate sanction. Favouritism is also a practice to be eliminated.

ENVIRONMENT

To have a sustainable, long-term relationship, SNF asks its suppliers and employees to put environmental issues first as a priority. This must be a priority. Employees must comply with national and international environmental laws, regulations, and standards relevant to the country in which they work. They must implement a sustainable environmental strategy from the manufacturing process to the packaging.

2 GENERAL COMPLIANCE WITH THE GLOBAL COMPACT

2 10 UN PRINCIPLES



The Global Compact asks companies to embrace, support and enact a set of core values within their sphere of influence in the areas of human rights, labor, the environment, and anti-corruption:

1. Human Rights (Respect for human rights and international human rights laws).
2. Labor (Freedom of association, right to collective bargaining, elimination of forced or compulsory labor, abolition of child labor, elimination of discrimination in employment and occupation).
3. Environment (Precautionary approach to environmental challenges, promoting greater environmental responsibility, encouraging the development and promotion of environmentally friendly technologies).
4. Anti Corruption (Working against corruption in all its forms, including extortion and bribery).

SNF requires its suppliers, employees, partners and subcontractors to adhere to these principles and to strictly abide by national and international laws to contribute to all parties' long-term mutual success.



3 NON-COMPLIANCE WITH THE SNF CHARTER

Failure to comply with the provisions of this Charter may result in reconsideration or termination of the business relationship and corrective actions will be implemented per the terms of the relevant Purchase agreements.

An email system has been set up with our Ethics Officer to report to SNF any violation of regulations, SNF's Responsible Purchasing Charter, or the SNF Group's Code of Conduct in which your identity may remain anonymous: ethics@snf.com.

We welcome all emails of suspicion or reporting in order to learn, progress, and work together in a healthy, responsible, and sustainable environment.



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