



SUPPLIER ETHICAL CHARTER

PREAMBLE

The Boulanger Group aims to build trusting relationships with its suppliers and partners in order to guarantee long-term success. In today's world, only companies that incorporate an ethical framework into their everyday strategies and practices are sustainable. This is why, to ensure that we operate with trust, transparency and integrity, our ethical charter is enforced with every single one of our suppliers and partners.

Therefore, through this charter, the Boulanger Group endeavours:

- **To commit to the fight against corruption and ensure the ethical conduct of business practices;**
- **To reinforce the obligation to respect human rights in the workplace;**
- **To promote respect for the environment.**

The Boulanger group expects that its suppliers, resellers, consultants and other commercial partners accede and undertake to respect this charter.

The principles described in this charter now apply within the context of the appraisal of both its current and potential suppliers.

The Boulanger Group refers to the company Boulanger SA, listed on the Lille Metropolis Trade and Companies Register under no. 347 384 570, and some of its sister companies with commercial activity, namely:

- Sourcing & Creation SAS, listed on the Lille Metropolis Trade and Companies Register under no. 487 716 623.
- Guangzhou Sourcing & Creation Co., LTD, licence no. 914401015679219191
- Boulanger Pro SAS, listed on the Lille Metropolis Trade and Companies Register under no. 451 220 677.
- Pro by Pro SAS, listed on the Lille Metropolis Trade and Companies Register under no. 334 656 121.
- Webdistrib SAS, listed on the Lille Metropolis Trade and Companies Register under no. 443 041 926.
- Vendido SAS, listed on the Lille Metropolis Trade and Companies Register under no. 494 707 482.
- Lokéo SAS, listed on the Lille Metropolis Trade and Companies Register under no. 509 637 161.
- B Dom SAS, listed on the Lille Metropolis Trade and Companies Register under no. 492 065 693.
- B Dom + SAS, listed on the Lille Metropolis Trade and Companies Register under no. 529 339 293.
- Boulanger Business Services SAS, listed on the Lille Metropolis Trade and Companies Register under no. 519 197 503.
- Solvarea SAS, listed on the Bordeaux Trade and Companies Register under no. 751 145 178.

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MANAGEMENT & COMMUNICATION

1. **ETHICAL RELATIONSHIPS WITH EMPLOYEES**

Our charter sets out the principles that employees of the Boulanger Group undertake to respect whilst performing their jobs and duties, in order to fight against corruption and to promote fair and transparent business practices. These principles should inspire all of our partners and suppliers in their commercial practices with their subcontractors, suppliers and/or sister companies.

As a reminder, corruption refers to soliciting or accepting, directly or indirectly, offers, promises, donations, gifts or any benefits of any kind, for oneself or someone else to carry out or have carried out, or refrain from carrying out an act of their job duties, mission or mandate, or have it facilitated by their job duties, mission or mandate.

The Supplier undertakes to respect the following principles and enforce respect for these among its subcontractors, suppliers and/or sister companies:

I. Gifts, invitations and trips	II. Conflicts of interest
<ul style="list-style-type: none">• To maintain their independence, all employees must notify their manager of any offer of gifts, invitations or trips (offered or received).• Gifts of a personal nature or that are of high value shall be systematically declined.• Dinner invitations can be offered or received with the agreement of the Boulanger manager subject to compliance with the “Travel and Expenses” policy. It is accepted that everyone shall pay their share.• Proposals of any benefit (commercial discount, equipment, etc.) in exchange for goods, services or otherwise that could influence professional decision-making shall be declined.	<p>A conflict of interest exists when, within the context of their professional activity, the personal interests of the employee are directly or indirectly in contradiction or competition with the interests of the Group, therefore potentially influencing the position or decision that they are required to take/make or not take/make and calling into question their loyalty.</p> <p>The supplier shall inform the Boulanger Group of all potential or actual conflicts of interest. The Boulanger Group shall then decide what action to take.</p>

III. Invoice payment	IV. Donations, charitable contributions, patronage and sponsorship
<p>Facilitating payments are unofficial payments of amounts intended to facilitate or ensure the smooth operation of simple procedures or necessary actions that the payer has every right to expect, whether this right is founded on a legal basis or otherwise.</p> <ul style="list-style-type: none"> • The supplier shall provide accurate and detailed invoices. • The supplier shall not request a facilitating payment for any reason whatsoever. <p>Any request for a facilitating payment must be reported immediately.</p>	<p>Donations and contributions to charitable activities may be authorised if:</p> <ul style="list-style-type: none"> • They help to develop and support a cause of general interest, local populations and associations; • Or are for direct marketing purposes. In this case, the “Boulanger” name is emphasised, promoted, etc. <p>Donations to political parties are strictly prohibited.</p> <p>Any donation or sponsorship requests shall be validated by the contact person on the Board of Directors.</p>
V. Samples	VI. Favouritism
<ul style="list-style-type: none"> • In order to fully achieve testing objectives, samples shall be made available to all employees. When these samples are no longer needed, they will be donated to communities, works councils, etc. • All samples sent privately are prohibited and will be rejected. 	<p>All suppliers shall be selected on the basis of calls for tender and the final decision shall be made by at least 2 people.</p>
VII. Influence peddling	
<p>Influence peddling refers to when a public entity solicits or offers, directly or indirectly, gifts, money or invitations so that it can carry out or refrain from carrying out an act defined as a job duty or use their influence to obtain credit, jobs, deals, etc.</p> <p>Any attempts to peddle influence shall be systematically reported.</p>	

2. **RESPECT FOR HUMAN RIGHTS**

The supplier undertakes, throughout its supply chain, to respect and enforce the provisions of this Charter in addition to the national legal provisions of the country in which it, or someone else, manufactures the products that it delivers to us.

I. Prohibition of child labour	II. Prohibition of discrimination
<ul style="list-style-type: none"> Abolish child labour and enforce the minimum age set by national laws. In any case, the Boulanger Group prohibits all suppliers from employing children under 15 years of age. The supplier shall not employ any young workers under 18 years of age on a night shift or in conditions that could compromise their health, safety or moral integrity and/or be detrimental to their physical, mental, spiritual, moral or social development. 	<ul style="list-style-type: none"> Eliminate discrimination in employment and professional practices. The supplier shall respect the principles of fairness in recruitment, remuneration, access to training, promotion, termination of employment and retirement.
III. Respect for working hours	IV. Reasonable wages
<ul style="list-style-type: none"> The supplier shall set working hours in accordance with national laws and ILO conventions, always applying those that best protect the health, safety and well-being of workers. The supplier shall respect the right of all workers to at least one rest day every 7 (seven) days, as well as to annual paid holidays and local and national holidays provided for by local laws. 	<ul style="list-style-type: none"> The supplier shall pay their employees wages, overtime, benefits and holiday pay equal to or greater than the legal minimums and/or industry standards and/or those provided for in collective agreements (the highest amounts being applicable). The supplier shall apply overtime rates at an increased rate for all workers, as provided for by the law and, where applicable, collective agreements. The supplier shall not make any deductions from wages that are not authorised or provided for under national law. They shall not make any deductions from wages as a disciplinary sanction.

<p>V. Prohibition of forced labour</p>	<p>VI. Protecting the health and safety of workers</p>
<ul style="list-style-type: none"> • All work shall be done on a voluntary basis, and not under the threat of any penalty or sanction whatsoever. • All forced, compulsory or unpaid labour in all its forms, including unpaid overtime, shall be prohibited. • The supplier shall not require workers to deposit financial bonds/guarantees and shall not confiscate any identity documents (passport, identity card, etc.). The payment of wages shall not be unduly delayed. • Bonded labour is prohibited. • “Non-cancellable employment contracts” are prohibited. 	<ul style="list-style-type: none"> • The supplier shall ensure the security and safety of all work and residential areas (dormitories, etc.). • The supplier shall take adequate measures to prevent accidents and damage to health by limiting the causes of hazards inherent to the working environment. They shall provide workers with the appropriate personal protective equipment. • The supplier shall provide appropriate facilities and medical assistance. • The supplier shall take adequate fire prevention measures and ensure the strength, stability and safety of buildings and equipment, including residential spaces, if applicable. • The supplier shall ensure that workers have access to clean toilet facilities, as well as drinking water and, if necessary, sanitary equipment for meal preparation and the storage of foodstuffs. • The supplier shall ensure that workers and management receive adequate training in the following domains: handling and disposal of chemicals and other hazardous materials, health and safety.
<p>VII. Prohibition of disciplinary measures, harassment or ill treatment</p>	
<ul style="list-style-type: none"> • The supplier shall treat all workers with respect and dignity. • The supplier shall not practice or tolerate any moral or physical harassment or abuse whatsoever. • The supplier shall draw up written disciplinary procedures, which shall be clearly explained to workers. All disciplinary measures shall be recorded. 	

3. **RESPECT FOR THE ENVIRONMENT**

The supplier is requested to apply the precautionary principle when faced with problems relating to the environment.

It undertakes to assess and reduce the impact of its activities on the environment in order to help preserve natural resources and common universal goods, at least in the following areas:

I. Responsible raw materials	II. Use and repairability/After-sales service
<p>Favour raw materials:</p> <ul style="list-style-type: none"> From recycled and/or recyclable sources, if available, thus encouraging the circular economy; From renewable sources that are not at risk from extinction and/or certified (organic cotton, natural fibres, etc.); Within close proximity of the places of manufacture, thus limiting the impact of transportation; Whose extraction conditions respect the local populations and ecosystems. 	<ul style="list-style-type: none"> Clearly present the conditions of use and operation with the product to ensure that it is used optimally and safely by customers. Encourage repairability as much as possible, from the product design stage, in order to extend the product's life. Communicate the availability of spare parts to the Boulanger Group at the time of listing, as well as all items that would allow our customers and employees to significantly increase the amount of repaired products.
III. CO2 emission reduction	IV. Detection and end of life
<p>Reduce transport-related CO2 emissions by:</p> <ul style="list-style-type: none"> Favouring modes of transport that are more environmentally friendly; Optimising the loading rate whilst maintaining safety conditions for unloading. 	<ul style="list-style-type: none"> Providing the client with explicit instructions for sorting and recycling the product at the end of its life. Promoting the reuse and recycling of products at the end of their lives to encourage a circular economy.
V. Waste reduction	VI. Reduction of energy consumption
<p>The supplier makes every effort to fight against waste upstream.</p> <p>All waste, particularly hazardous waste, must be handled responsibly (identification, storage, disposal, treatment) and in accordance with local laws.</p>	<ul style="list-style-type: none"> Optimise and reduce energy consumption
VII. Wood from responsible sources	
<ul style="list-style-type: none"> Provide the Boulanger Group with wooden products from responsible sources and primarily those that are FSC or PEFC certified. 	

4. MANAGEMENT & COMMUNICATION

The supplier undertakes to appoint a qualified representative who will handle the communication of this charter to all of their employees and subcontractors, and ensure its implementation through training and everyday actions and applications.

The supplier also undertakes to encourage a continuous improvement strategy at all levels of its supply chain, to ensure the concrete application of our charter.

HOW TO REPORT CONTRAVENTIONS

If you witness behaviour that contravenes the ethical charter, you can contact the compliance officer ld-compliance@boulanger.com.

You can also use WhistleB (<https://report.whistleb.com/fr/boulangergroupe>), the dedicated confidential alert platform set up for this purpose and available 24/7.

Responses will be systematic.