

RESPONSIBLE PURCHASING CHARTER



AGL

AFRICA GLOBAL LOGISTICS

2 RESPONSIBLE PURCHASING CHARTER

TABLE OF CONTENTS

4

PREAMBLE

5

THE CSR PILLARS

6

AGL'S COMMITMENTS TO ITS
SUPPLIERS AND SUBCONTRACTORS

7

COMMITMENTS EXPECTED OF
SUPPLIERS AND SUBCONTRACTORS

PREAMBLE

Africa Global Logistics' (AGL) Responsible Purchasing Charter describes the principles in place to ensure **ethical and sustainable commercial relationships** with our suppliers of goods and services and our subcontractors, in strict compliance with applicable laws and regulations and our commitments in terms of **Corporate Social Responsibility (CSR)**.

These principles reflect our commitment to implementing all measures necessary to prevent and mitigate risks and any serious violations or breaches in matters of ethics, environment and human rights as related to our business activities and to optimize our positive impacts throughout our value chains and within the framework of a responsible purchasing approach.

➤ **Purpose of the Responsible Purchasing Charter**

To share our commitments with our suppliers and subcontractors and ensure their involvement in a process for sustainable development.

We thus expect from our suppliers and subcontractors strict compliance with the laws and regulations in force in the countries where they are present or provide services, as well as a commitment to collaborate with us for the implementation of compliance principles explained in our **Ethics and CSR Charter**, and if necessary, to take any appropriate corrective action in a process of continuous improvement

THE CSR PILLARS



Ethical and Responsible Business Practices

We commit to ensuring that all suppliers and partners in our value chain adhere to ethical and responsible business practices, including but not limited to compliance with all relevant laws and regulations, and respect for human rights and labor standards

Relations with stakeholders

We recognize the importance of maintaining strong relationships with all our stakeholders, including suppliers, customers, and the communities in which we operate. We will work to reinforce these relationships through open communication, transparent business practices, and active engagement.



Environmental orientation

We are committed to providing our customers and stakeholders with logistics solutions that are environmentally oriented and sustainable. We are working to minimize our environmental impact through the implementation of green logistics practices and are seeking out partners and suppliers who share this commitment.

This charter defines the principles for our responsible purchasing practices and is subject to periodic review and revision, to ensure that it remains aligned with our values, mission and ongoing efforts to be environmentally conscious, ethical and responsible.

AGL'S COMMITMENTS TO ITS SUPPLIERS AND SUBCONTRACTORS

AGL undertakes to:

- **develop** sustainable commercial relationships suited to the effective management of risks and the challenges related to working conditions, the protection of the environment, business ethics and human rights;
- **for this purpose, maintain** a constructive and open dialogue with suppliers regarding their ability to meet their commitments and contribute, as far as possible and in a spirit of cooperation, to the development and implementation of suitable action plans;
- **select** suppliers and subcontractors based on a fair and impartial purchasing process based on predefined and objective criteria;
- **include** social and environmental clauses in calls for tender whenever possible;
- **select** the best candidates in terms of CSR performance whenever possible and provide the reasons for non-selection to the suppliers who were not chosen;
- **avoid** financial dependency situations and provide assistance, whenever required, to suppliers to help them diversify their clientele. Whenever AGL disengages, the process shall be announced in advance and gradual;
- **identify and prevent** conflicts of interest in relationships with suppliers and subcontractors;
- **raise the awareness** of buyers and train them on **ethical and CSR principles** (see the Ethics & CSR Charter and the Code of conduct).

COMMITMENTS EXPECTED OF SUPPLIERS AND SUBCONTRACTORS

Suppliers/subcontractors agree that their commitments to human rights, working conditions, environmental protection, and business ethics are essential obligations for the establishment and continuation of a commercial relationship with AGL and commit to transparency, good faith and cooperation to ensure that these commitments are met at every stage of the relationship.

Suppliers/subcontractors agree to meet all national and international standards applicable to their activities in the following areas and, in particular:

Social issues and human rights

- Meet the principles of the **United Nations Global Compact**.
- Never under any circumstances allow any of the following practices in their activities:
 - ▶ child labor, except in those special cases allowed by ILO conventions no. 138 and no. 182;
 - ▶ practices defined as modern-day slavery or forced, compulsory or clandestine employment as meant by ILO conventions no. 29 and no. 105;
 - ▶ any form of physical, moral, or sexual harassment or any form of discrimination related to origin, gender, sexual orientation, age, family situation, pregnancy, physical appearance, state of health, nationality, or union or religious membership as meant by ILO conventions no. 100, no. 111 and no. 156.
- Guarantee decent working conditions, and health and safety standards which are compliant with ILO conventions n. 102 and no. 155.

- Guarantee clear working hours, remuneration corresponding to the hours worked, and equal pay, as well as break times and possibility of taking vacation.
- Guarantee employees a wage which will provide them with decent living conditions and the ability to meet their essential needs, given the general level of wages, the cost of living and social security benefits, paid regularly and on reasonable time (ILO conventions no. 95 and no. 131).
- Guarantee employees the right to freedom of association and collective bargaining, or in the event of local restrictions commit to allowing all other forms of representation and free and independent negotiations (ILO conventions no. 87, no. 98 and no. 154).
- Propose and promote access to training and skills development for employees.
- Treat migrant workers fairly and comply with the principles of ILO convention no. 97.

Ethics and compliance issues

- Comply with AGL's ethical principles described in its Ethics and CSR Charter and its Code of conduct and contribute to the fight against corruption and harmful conflicts of interest in business activities and relationships with suppliers.
- Comply with French regulations and OECD directives for the prevention of corruption and the peddling of influence and any similar legal provisions and prevent these practices by taking effective measures vis-à-vis shareholders, corporate officers, employees, affiliates, subcontractors, suppliers and their respective representatives directly or indirectly involved, or in any way whatsoever, in the execution of business relationship.
- In general, comply with all national and international standards related to financial misconduct, notably with respect to the financing of terrorism, money laundering, embargoes, and arms and narcotics trafficking.

- Suppliers and subcontractors must promote free competition, thereby preventing any coordination or agreements on pricing and offers and the participation in any cartels.

Environmental issues

- Comply with environmental protection rules and do whatever is possible to prevent, mitigate and repair any negative impacts of business activities.
- Propose, and as far as possible implement, continuously improving environmental solutions.
- Work towards implementing the best practices of the profession to optimize water and energy consumption, preserve biodiversity and manage discharge and waste.
- Do everything possible to reduce and/or treat airborne emissions, the release of effluents into the ground and/or water and all types of pollution resulting from business activities.

AGL reserves the right to carry out audits to monitor compliance with the commitments of the supplier / subcontractor mentioned in this charter.

AGL expects from its supplier / subcontractor to take all reasonable measures to ensure that its own suppliers and subcontractors comply with the terms of this Charter.



I, the undersigned _____

hereby confirm to have taken full cognizance of the AGL's Responsible Purchasing Charter, the non-compliance of which may be considered as a breach of a nature to cause, depending on its seriousness, the termination of the contract.

Company's name: _____

Name and function of the representative: _____

In: Signature:

The: ____ / ____ / ____





AGL

AFRICA GLOBAL LOGISTICS



Tour Quai 33
33, quai de Dion-Bouton 92811
Puteaux Cedex – France
www.aglgroup.com