

SUPPLIER CHARTER

- SUSTAINABILITY -



**ALLIANCE
AUTOMOTIVE GROUP**

A  COMPANY

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PREAMBLE

Our values

Alliance Automotive Group has 4 600 employees in France, men and women, united by a common set of values. Our values describe the way we interact with each other, with our customers and with society as a whole. Our values enable us to achieve our business objectives. Our values are essential to the sustainable success of our business and we want to share them with our stakeholders.



responsibilities

Because a well-maintained vehicle pollutes less and runs longer, we are responding to current environmental and social challenges. We are committed to responsible mobility that is accessible to as many people as possible.



TEAM

Committed to our teams and attentive to their diversity, we support them in their development and offer them training and development opportunities.



PERFORMANCE

The rigour, commitment and commitment of each individual contribute to the quality of service, performance and longevity of the group. We follow through on our ideas and actions until we are proud of the result.



PRAGMATISM

Our culture is rooted in concrete action to make car and truck repair faster, more accessible, safer and more responsible every day.



INTEGRITY

We carry out our missions with impeccable ethics, mutual trust and total transparency towards the group, our employees and all our partners.

These values and the company's commitments are part of a continuous improvement process. They are shared by all Alliance Automotive Group (AAG) employees and link social and environmental responsibility to business development. We also want our suppliers and their subcontractors to commit to this continuous improvement approach to CSR.

INTRODUCTION

This CSR Supplier Charter is intended to be a common frame of reference for suppliers of AAG members.

The relationship that AAG members have with their suppliers is an important element in the success of the company.

Compliance with the principles of this Charter is essential to the continuity and development of the relationship with its contractors.

The supplier must also ensure that its subcontractors comply with the requirements of this Charter and that failure to comply with any of the commitments set out may result in the termination of the Agreement.

The members of the AAG may, depending on the circumstances, take such measures as they deem necessary to ensure full compliance with this Charter, by sending out questionnaires, by organising joint meetings or by carrying out (or having carried out) specific audits of suppliers.

In the context of an internal/external evaluation or audit of our clients, the supplier may be asked at any time to provide us with answers and evidence during our evaluations.

Each party undertakes to respect its respective documents and charters.



COMMITMENTS OF SUPPLIERS AND THEIR SUBCONTRACTORS

1 Products et services

Alliance Automotive Group policies encourage suppliers to improve and replace products with reusable, recycled or recyclable versions where possible.

The supplier and their potential subcontractors commit to implement a quality management system in order to be in a continuous improvement process. They undertake to keep a permanent watch on legal, regulatory or normative obligations as well as on the products in their capacity as «producer» within the meaning of Articles 1245 et seq. of the Civil Code. In particular, they undertake to provide, at the request of AAG members, any document concerning the quality of their products and services.

The respect of these commitments by the supplier and their potential subcontractors is essential in the context of the ISO 9001 certification process of AAG members.

1.1 Quality control

Audits may be requested by Alliance Automotive Group to determine the quality of the selected suppliers.

The supplier and their potential subcontractors commit to :

- Ensure the traceability of all products.
- Control the quality of delivered products.
- Transmit all technical information for distribution to the operational teams.
- Inform the members of AAG within the requested timeframe of the measures taken by the supplier in the event of defective products.

1.2 Exclude counterfeiting

Suppliers and potential subcontractors of AAG shall implement and maintain effective methods and procedures appropriate to their activities in order to minimise the risk of counterfeit parts and materials being introduced into the delivered product. furthermore, in the event of doubt, suspicion or proven delivery of a counterfeit product, they shall inform AAG without delay and proceed with the batch recall.

1.3 Compliance with regulatory requirements and obligations

- To comply with all French and/or European standards, regulations and legislation applicable to the manufacture and delivery of the products.
- To comply with the terms of the purchase contract and the order;
- Ensure that the products delivered meet the requirements of the technical specifications requested by AAG members;

- Provide AAG members, in particular through the tools made available to it, with the information requested for the purposes of commercial relations (turnover, product information, production site(s), etc.) within the time limits set. This information must be as accurate as possible and in any case in accordance with the requests of the group members, it must be reliable and verifiable.
- Provide the information required to enable AAG members to comply with the laws applicable to the sale and use of products.
- Guarantee to the group that the contracted products meet the legal and regulatory standards required for their marketing in France and more generally in the European Union.
- To keep and make accessible to AAG members information concerning the traceability of raw materials and components used in the manufacturing process of contract products. The list is not exhaustive and may change according to national and/or international legislation and regulations.

2 Environment

The Supplier and their potential subcontractors implement policies to limit environmental impacts and improve sustainability.

Our suppliers also declare that they comply with the various laws and regulations applicable to the environment, including, but not limited to, the production, handling, treatment, storage, disposal or transportation of solid, gaseous or liquid waste, exposure to dangerous, toxic or harmful substances and the control of any potential pollutant, and the protection of the air, water or soil.

They declare that they hold the various permits, licences and administrative authorisations required to carry out their activities.

They undertake to provide, at the request of AAG members, attestations, certificates, compliance commitments or any other evidence in favour of the environment.

2.1 Sustainable consumption

Alliance Automotive Group takes care to ensure that its products are ethically sourced. Suppliers must therefore share the same commitments as the group regarding the protection of the planet.

The Supplier and their potential subcontractors commit to make their best efforts to

- Implement an eco-design approach: integration of environmental preservation criteria from the design of a product project (material good or service) and throughout its life cycle (from the extraction of raw materials, to its manufacture, distribution / transportation and use) until the end of the product's life (disposal and recovery);

- Ensure product traceability: trace all stages of its manufacture as well as the origin of all its components (e.g. raw material suppliers, product storage locations, handling and equipment used during its manufacture, etc.);
- Try as best they can to determine the carbon footprint of their products, i.e. the total amount of CO₂ emitted throughout the life cycle of the product (from design to disposal);
- Promote the use of recycled materials.

2.2 Environmental performance

The Supplier and their potential subcontractors undertake in particular to :

- Respect the main principles of environmental protection and control the consequences of their activity on the environment;
- Limit the impact on the environment by reducing greenhouse gas emissions, reducing the use of resources (energy and water), avoiding non-renewable materials and non-environmentally friendly products;
- Sorting, recycling and reducing waste. The group has added environmental factors to the audit process.

3 Safety and security

The Supplier and their potential subcontractors shall create safe and healthy working conditions in accordance with all applicable regulations (labour code...). They shall put in place a policy aimed at identifying and preventing safety and security.

They undertake to keep a permanent watch on legal, regulatory, and normative obligations.

They undertake to provide, at the request of the members of AAG, any evidence in favour of the safety of people and the security of goods and infrastructures.

3.1 Personal safety

The Supplier and their potential subcontractors undertake in particular to:

- Establish an approach to combat work-related accidents, making their best efforts to ensure that the severity and frequency rates are lower than the rates for occupational risks;
- Evaluate the professional risks of employees;
- Provide their permanent and temporary employees with adequate protective equipment and personal protective equipment (PPE);



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- Raise awareness and train permanent and temporary employees on the risks they face;
- Set up an alert form in the event of non compliance with safety instructions;
- Implement a prevention plan as soon as subcontractors are on their sites;
- Safety of property and infrastructure ; The Supplier and their potential subcontractors undertake in particular to :
 - Comply with the RGPD (General Data Protection Regulation) and the recommendations of the CNIL;
 - Set up a programme to assess emergency situations and the corresponding emergency procedures (hacking of computer data, fire, accidental spillage of chemical products, accident, transport of victims, etc.);
- Regulate access to their sites for any external party (partners, service providers, subcontractors);
- Informing AAG members of all dangers or associated risks of intervention on the Group's sites.



4 Social

The Supplier and their subcontractors undertake to respect the working conditions defended by the conventions of the International Labour Organisation (ILO).



The supplier and their potential subcontractors undertake to respect the principles of charters

inviting companies to adopt, support and apply within their sphere of influence a set of fundamental values in the fight for human rights.

Suppliers must adhere to the following policies:

- Human rights policies.
- Social responsibility standards and policies. They also undertake to respect the Universal Declaration of Human Rights and the regulations of the country in which they operate :
- Child labour ;
- Forced labour ;
- Harassment and discrimination ;
- Freedom of association, staff representation and the right to collective bargaining ;
- Gender equality ;
- Equal treatment and equal opportunities.

Business ethics

Business ethics is the set of rules, standards, codes or principles that guide behaviour towards greater morality and truthfulness in every situation encountered in the workplace.

5.1 Culture of integrity



The Supplier and their potential subcontractors certify and acknowledge on their honour that they have never been convicted of corruption or of any other offence concerning business ethics and that they comply with all applicable standards in France and in all countries in which they have the products they sell to MBE members manufactured.

The Supplier and their potential subcontractors undertake to respect the principles of the United Nations Global Compact or any other charter inviting companies to adopt, support and apply within their sphere of influence a set of fundamental values in the field of Business Ethics.

The Supplier and their potential subcontractors shall carry out their activities in strict compliance with the applicable laws and regulations (Sapin 2 Law...) and international laws.

In particular, the Supplier and their subcontractors guarantee and undertake to comply with all the following provisions:

- Not to carry out any action aimed personally at an employee of the AAG Group in order to obtain or attempt to obtain any advantage ;
- Not to engage in corrupt practices towards or to the detriment of members of the AAG Group ;
- Not to take any fraudulent action against the members of AAG or any action that could lead to the liability of the members of AAG ;
- Refuse to take any action that might distort free competition and violate the rules of competition law ;
- Reject all forms of active or passive corruption ;
- Prohibit any practice tending to interest the Group's employees with whom they have a business relationship in the development of their commercial relations.
- The Supplier and their potential subcontractors certify and acknowledge that they have put in place a system, a management system and an effective control to prevent and avoid ;
 - Money laundering ;
 - Fraud, corruption and pecuniary advantage ;
 - Unauthorised access to customer and/or personal data.

5.2 Conflict of interest and insider trading

AAG's suppliers and subcontractors guarantee the absence of any conflict of interest or any situation resembling a potential conflict of interest. When an actual or potential conflict of interest arises, they shall notify all parties concerned. This includes any conflict between the interests of AAG and personal interests or those of close relatives, friends or associates.

AAG suppliers and subcontractors and their personnel shall not use any documents or confidential

information obtained in the course of their business relationship with Alliance Automotive Group as a basis for trading or for allowing third parties to trade in shares or securities of a company.

5.3 Fight against fraud and deception

Under no circumstances shall the Supplier intentionally act fraudulently, mislead Alliance Automotive Group's interlocutors or make false statements with the deliberate aim of obtaining any advantage, nor shall it authorise anyone to do so.

Corporate name, Signatory (First Name), Function & Signature

ALLIANCE AUTOMOTIVE GROUP

A  COMPANY

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