



SUPPLIER CODE OF CONDUCT

MECANINDUS' approach to Corporate Social Responsibility (CSR) is based on respect for the fundamental principles of human rights and working conditions, commitment to international ethical guidelines, including those of the International Labour Organisation, and protection of the environment. The company has made a number of commitments in this area, both internally and externally:

By joining the UN Global Compact and thereby committing to promoting the 17 SDGs (Sustainable Development Goals).

MECANINDUS shares a set of common rules, values, principles and practices with its employees, as summarised below.

Within the framework of the partnerships we maintain with our suppliers and service providers, we demand the same respect for these common rules and values. MECANINDUS promotes exemplary, responsible and fair relationships with all its suppliers. It is also important that our suppliers extend this sustainability approach throughout their supply chain by ensuring that these requirements continue to apply to their own suppliers.

BEHAVIOUR IN COMPLIANCE WITH THE LAW

Strict compliance with the law is of the utmost importance to our company. We therefore expect our suppliers to comply with all applicable local, national and regional laws during transport and in the country of receipt.

BUSINESS ETHICS

In accordance with the United Nations Global Compact, as well as the recommendations of the OECD and Transparency International, our business conduct policy aims to manage customer/supplier relationships ethically and honestly, and in strict compliance with all laws and regulations.

These principles must be applied to all commercial decisions in every sector of the company. We expect our suppliers to apply a "zero tolerance" policy with regard to fraud, corruption and influence peddling. We expect our suppliers to comply with all applicable anti-corruption laws and to take appropriate measures to prevent, detect and punish any direct or indirect corruption or trading in influence within the scope of their activities.

We expect our business partners to establish relationships, processes and procedures to reduce the risk of using counterfeit parts in their own products and throughout the supply chain. All business partners must track, inspect and manage parts, materials and equipment used or purchased to ensure that their authenticity is not compromised. Any deviation cannot be tolerated by MECANINDUS, which pays great attention to the safety, performance and reliability of its own products.

Substances originating from conflict zones must be identified, managed and limited as much as possible: Conflict minerals (Gold, Tin, Tungsten, Tantalum, Cobalt, Mica): Minerals come from specific regions where human rights violations and violent conflicts are taking place. All



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our partners must actively avoid acquiring, trading, owning or using these conflict minerals. A declaration must be submitted annually.

Suppliers must ensure that no conflicts of interest arise.

PROTECTION OF INFORMATION AND INTELLECTUAL PROPERTY

MECANINDUS and our Business Partners are required to comply with all applicable laws and regulations regarding the processing of personal data, in particular the EU General Data Protection Regulation.

MECANINDUS protects its skills and know-how in the same way as those of its partners. Confidential information (technical, financial, personal, intellectual property, etc.) must not be divulged by either party. In case of subcontracting, the sharing of confidential information requires the written consent of MECANINDUS.

Suppliers must ensure the confidentiality and privacy of information relating to MECANINDUS customers and employees, in accordance with applicable law.

WORKING CONDITIONS AND HUMAN RIGHTS

Any form of work assigned to an employee under threat or coercion is strictly prohibited. It is the duty of our suppliers to adopt the necessary measures within their organisation to prevent the risks of forced labour. In addition, the employment of children under the age of 16 and under the age of 18 in hazardous work is prohibited in accordance with the International Labour Organisation's conventions on child labour.

We expect our suppliers to ensure the protection of their workers and to promote a culture of health and safety by providing a safe working environment for their employees by committing to comply with all locally applicable international standards and regulations on the prevention of occupational hazards.

Suppliers must offer their employees the freedom to form or join a workers' organisation of their choice. No intimidation or sanction may be issued by the employer towards its employees because of trade union activity.

A set of necessary measures must be put in place to respect and guarantee the human rights recognised in the United Nations Universal Declaration of Human Rights for all the entities of your company/group. Suppliers are required to promote equal opportunities and a culture of mutual respect, and must not tolerate any discriminatory practices in employment and occupation based in particular on personal, economic or social characteristics. It is their responsibility to implement the necessary measures and to ensure that the principles of equality and fairness are respected.

No form of harassment should be practised, whether psychological, moral, sexual or abuse of authority.



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BEHAVIOUR TOWARDS THE ENVIRONMENT AND SAFETY

MECANINDUS encourages the preservation of and respect for the environment. It is essential to ensure compliance with all applicable local, national and international regulations relating to environmental protection in the countries where you operate.

We encourage our service providers to obtain environmental certification.

Hazardous substances or substances originating from conflict zones must be identified, managed and limited as far as possible in accordance with European Union REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) regulations concerning the production and use of chemical substances and their potential impact on human health and the environment. Manufacturers and importers are required to collect information on the properties of their chemical substances and to register the information in a central database managed by the European Chemicals Agency.

The implementation of an energy management system aimed at continuously improving energy performance, favouring renewable energy sources and optimising energy savings is recommended.

Similarly, a plan to reduce greenhouse gas emissions, improve quality and reduce water consumption must be put in place.

All products and services delivered must comply with local environmental laws. It is the responsibility of suppliers to ensure that products and services are delivered without risk to human health or the environment.

As part of our partnership, we want our suppliers to be active and proactive in protecting the environment by helping us to reduce our consumption of raw materials and energy, optimise natural resources and reduce waste during the design, manufacture, distribution, use and recycling of all our products.

COMPLIANCE WITH THE CODE

This Code does not affect or modify, in any way whatsoever, the terms of existing contracts. Unless otherwise provided in such contracts, suppliers shall, in the event of any conflict, be bound by the terms of such contracts.

MECANINDUS requires all business partners to comply at least with this Code of Business Conduct.

MECANINDUS reserves the right to verify compliance with the Code. If it suspects that a business partner is not complying with any of the requirements set out in this Code, MECANINDUS reserves the right to take appropriate action.