



CHARTERS

English Versions

WEMANITY

Wemanity, change Agent for a better world

We cannot become what we want by remaining what we are

Today more than ever, being able to change is the key for success, and if you read these lines, it means you made a step already in this journey, but not only. Indeed, today, more than ever, changing is a necessity for long term sustainability: Not only economically, but also environmentally and socially.

In a world where gaps are widening faster and faster, where markets and over consumption are harder and harder, where uncertainty and climate change are stronger and stronger, it is our **responsibility** to react and stand out from the crowd to make a change for a better place, no matter how small or big our positive impact may be. **Leading by example is our motto, learning by doing is our leitmotiv.**

To fulfill Wemanity's vision of changing the world of work through Agile, innovation and cooperation by 2050, we are deeply convinced that it will come hand in hand with a pivot in our mentalities, by encouraging each (We)citizen to embrace its responsibility. Therefore, we created Welmpact, our CSR initiative, which supports us to take our **responsibility** to act with goodwill toward any being, and **engage** ourselves to continuously improve our impact for a better tomorrow.

For that reason and through this chart, we encourage our partners, clients, cooperators and ecosystem to commit with us. Big sentences and great talks are not enough, improving is about making things happen, and impacting is about sparking the change.

We'll not change the world by ourselves. However, by joining our forces, we can make our impact stronger.

Our DNA is Agile, our mission is to become the best place to grow. Let's make the earth, the best place to grow since nothing is permanent...except change!

What about you, **are your ready to make your next Impact with us?**

Yannick Huyghues-Beaufond
& Philippe Guicheney
Belgium Country Leaders

Manaëlle Perchet,
CSR Leader at Wemanity

Jean-Christophe Conticello,
Founder and CEO at Wemanity



WHAT WE ALREADY COMMITTED TO

- Respect the environment and fight against climate change, internally and externally through both measures and initiatives
- Responsible consumption and production
- There is no Humanity without a “We”: Diversity and social equality are Key
- No one should be left alone: We are a family, loneliness doesn’t have space at Wemanity.
- 0 tolerance toward corruption
- Work for qualitative and accessible Education to all
- Goodwill & respect, Continuous Improvement & Quality, Disruption & Creativity, Fun, Cooperation & Sharing are our values
- Respect of private life, ethic, politeness and good manners
- No supposition, Not take anything personally, Being Impeccable with words, Do our best
- Duty to intervene if one of those agreements are not respected
- Enlarge and strengthen these positive Impacts through our CSR programme, Welmpact

WHAT IS BEING DONE

Welmpact focuses on environmental and solidarity-oriented projects both internally and externally, by highlighting two main values: Solidarity and Justice, with the only focus of having a positive & valuable impact on earth and our ecosystem.

This is the challenge we chose: To show that it is favouring Justice and General interest “first” that we will be able to ensure a sustainable future “tomorrow”, through 3 pillars:

- Supporting NGOs & Associations in their Agile & Digital Transformation, through Adaptability, Innovation and Cooperation.

- Enabling the launch & implementation of environmental and solidarity-oriented initiatives within our ecosystem’s daily life and beyond, lead by our WeCitizens!

- Sponsoring the causes that really matter to us towards valuable Impacts: Participating to Change the World, no matter the size of your Hummingbird part

Becoming the best place to grow is our mission, and this will only be possible if we make our earth be sustainable itself.

OUR AMBITION

Our CSR shares the same vision as Wemanity: Change the world of working by 2050 through Agile, Innovation and Coopération, with the only difference that it aims to enlarge its positive impact to the environment and Human Beings themselves.

No matter the size of the impact, we commit to do our bit: We invite our clients to join our forces and initiatives to make their bit too and strengthen our collaboration around our culture.

To do so, our policy is to progressively implement and respect the 1/1/C program:

- At least 1% of our EBIT are dedicated to the causes that matter the most to us through our CSR program
- 1% of the Time of people are dedicated to service donation through Philanthropy
- C like “Contributive Company”:

Do our best to reduce negative externalities but also build a positive contributive model in alignment with our culture and governance.



Our Diversity Charter



Our engagement

Since our creation in 2013, Wemany stands for an inclusive Society by encouraging Goodwill in everything we do as part of our DNA. Through this charter, we want to express and ingrain our investment in the prevention against any kind of discrimination and (re)affirm our engagement in favor of equal opportunities, cultural, ethnical, sexual, social and societal diversity. Through these lines and actions, we want to support, encourage and inspire our partners (effective or potential ones) and cooperators to refrain themselves from having any discriminatory practice and to align with the same principles as our values, both within our ecosystem as acting as ambassadors of our culture in the workplace.

Our convictions

Wemany intervenes in around 30 countries, especially thanks to cooperators having different nationalities, origins, orientations and educational backgrounds, all working for a same vision:

Transform the world of working through Agile, Innovation and Cooperation by 2050.

In that sense, we consider that diversity is a richness and that difference is a strength:

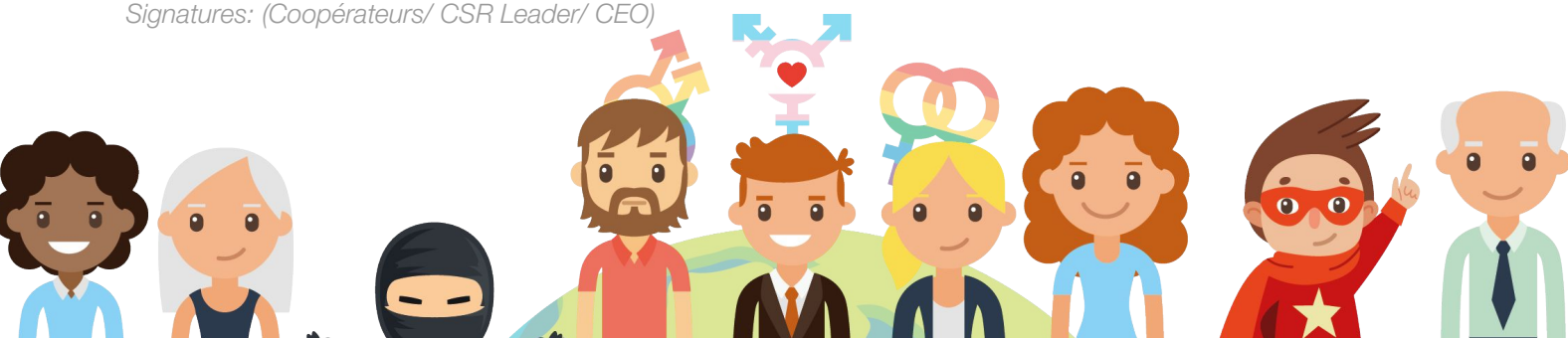
- We are convinced that diversity participates everyday to the enforcement of a positive company's culture, both at Wemany as at our clients' place: Innovation, Continuous Improvement & Quality, Disruption & Creativity, Sharing and Cooperation are encouraged and enforced this way.
- We raise awareness among our leaders and cooperators implicated in the recruitment, the training, and the career evolution to the non discriminatory and diversity issues of our world.
- Our recruitment specialists are aware and trained on non discriminatory practices throughout the entire process, from sourcing to contract negotiation
- We advocate equal opportunities in our teams, based on willingness, commitment, and expertise
- Our salary grids are designed to ensure gender equality
- As representatives of Wemany, every employees ensuring a client facing work is asked to respect a neutral political, religious, or societal belief
- Last but not least, we engage ourselves and support NGOs & campaigns in pros of non-discrimination and diversity practices, especially through our WeDiversity programme, both internal and external to our ecosystem.

How?

Through this charter, we reaffirm our engagement in favor of Human equality and diversity within Wemany itself, and with the partners with whom we work, by guaranteeing to each one of them, at every single step of their professional track, an equality of treatment laying on expertise and performance, **whatever the sex, the sexual orientation, the gender identity, the familial situation, the origin, the affiliation or non affiliation, true or supposed to an ethnic group, a nation, a race, a political opinion, a trade union activity, religious convictions, physical appearance, pregnancy state, the surname, the address, the state of health, or the disability.**

There is no Humanity without a « We »

Signatures: (Coopérateurs/ CSR Leader/ CEO)



Our Ethical Charter



RESPECT OF LAWS AND REGULATIONS

Wemanity commits to realise its given missions in compliance with the law and regulations, even widely with integrity and respect for its stakeholders, in every countries where the Group has its activities.



RESPECT OF PEOPLE

The Human Resources policy of Wemanity is based on simple principles like dignity, mutual respect, and reciprocal trust. Beyond the simple respect of laws and applicable regulations in terms of employment law and labor relations in every country where Wemanity plays its role, Wemanity set itself the following goals:

- To respect the privacy of its cooperators
- To support their own professional development through an adapted policy of continuous improvement
- To respect equal opportunities and non-discrimination
- To refuse any form of harassment, that could lead to any action, pressure or behavior toward anyone



LOYALTY AND HONESTY

At Wemanity, the quality of a relation relies first in the loyalty and honesty of its representatives, especially when it comes to the contracts' execution. These qualities require to be able to stick with one's commitments and to be aware of our own limits in order to avoid promising what we couldn't provide. That's the reason why each time we communicate with our representatives, we do it in good faith, in a constructive way, by listening each one's expectations and by focusing our attention on providing a sincere, precise and complete information. This principle stands not only for Wemanity with its clients, shareholders, investors and providers, but also to the internal communication with the group and its cooperators.



UBUNTU

At Wemanity we cooperate and consider our colleagues as if they were members of our own family: Not through a familiar behavior, but through the goodwill we show to each other, and this, whatever the role in the organisation. Dialog, Fairplay, Sharing, and Cooperation are the success drivers we favor. There is no problem, as from we talk about it with goodwill and the aim to continuously improve.

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Our Anticorruption Charter



RESPECT OF OUR VALUES

Wemanity works every day to transform the World of working through Agile, Innovation and Cooperation. In that sense, it is our duty to be exemplary toward the practices we chose to apply, and the culture we insufflate each day. Through this chart, we define our responsibility and the one of our partners, clients, teams, cooperators, and every person acting in our name to follow and respect our 0 tolerance toward corruption and any practices related to it, including fraud, coercion, and collusion.

Through this chart, we also make you aware about the use of appropriate measures that guarantee the conformity to these rules.



DEFINITION AND REGULATIONS

Is considered as Corruption **any criminal behavior**, by which a person **offers, proposes, promises, gives** (active bribery), **solicits, requests, receives, or accepts** (passive bribery) a donation, gifts, **or any financial or other advantages** for the purpose to perform, postpone or omit to perform an act coming directly **or indirectly** in the performance of his duties.

Is considered as a **fraud, coercion or collusion**:

-Any act or omission, including a misrepresentation by which, intentionally or negligently, one deceives or attempts to deceive a third party in order to obtain a financial or other advantage, or in order to avoid an obligation

-Any maneuver which is dedicated to harm or to cause pain to someone, including threatening someone to do so, directly or indirectly, or to influence its actions

-Any maneuver consisting of an arrangement between two or more parties to achieve a dishonest purpose, including unduly influencing the actions of a third party

As a consequence, **it is prohibited for cooperators, partners, customers and people acting on behalf of Wemanity to offer or receive any gift, donation, or benefit from a third party partner/customer** from Wemanity, or other authority under any circumstances.

However, **minor gifts or benefits** (breakfast, goodies, refunds of travel expenses, etc.) may be tolerated to if its is: reasonable and done with good faith, if it may help to establish, maintain and develop important professional relationships for our clients and activities, or if it is directly related to the promotion of Wemanity's products and services. Each employee **must ensure that these gifts or benefits have been granted only in the context of a normal business relationship, and not in order to improperly influence a decision to be made.**



CONSEQUENCES AND SANCTIONS

Any breach of the duties defined in this charter exposes its author to the disciplinary sanctions provided in the internal regulations, and to penal sanctions provided by the applicable national laws and regulations.

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Our social and societal charter

The principles of social and ethical responsibility guide Wemanity in every step taken both at the Human Resource level, as in the daily life of the actions leaded with our cooperators. These engagements result in a proactive policy composed of 3 sections:



WELLBEING ENGAGEMENT FOR OUR COOPERATORS

Through its internal organisation, its management model and the advantages it proposes, Wemanity endeavours to contribute to the thrive of its cooperators. In that sense, the company has put in place different measures participating to the well being of its cooperators:

- **Proximity Management:** Each cooperator is individually guided in her/his journey and career path within Wemanity by a dedicated mentor. By favoring dialogue and common alignment, the mentor drives the cooperator on the road to success and professional development, by encouraging him to daily continuously improve herself/himself.
- **Advantages and services to cooperators: To do so, Wemanity put in place a range of advantages and services, bound to its cooperators**
 - Mutuelle Groupe : Wemanity takes 50% of cotisations in charge
 - Sport Activities: Wemanity proposes to its cooperators, all along the year, to participate to diverse sport activities (running, meditation, yoga etc.). If so, the costs of location, participation, equipment etc. are taken in charge by the company.
 - When the country legacies allow it, we propose to cooperators if they want to favor a bike policy rather than a car policy
- **Diversity, Equal opportunities:** As a synonym of human wealth and economic growth, Diversity is considered at Wemanity as an asset to respect, to develop and to promote. In that sense, the company is engaged in the development of a culture that encourages equal opportunities, respect of the other and respect of its differences. This engagement applies in all the steps of the Human Resources journey, from the recruitment, to the training, until the progress as the professional promotion of cooperators, etc.

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Our Environmental Charter

Concerned by the future generations and thanks to a continuous improvement mindset, Wemanity has a proactive environment policy.

Several axes of intervention have been implemented in order to manage and reduce its impacts on the environment:

- **By limiting consumables:** (paper, ink cartridge, toner etc) to its strict minimum. Implementing automatic recto-verso printing, and choosing dematerialised documents rather than paper printed ones.
- **By minimizing food waste at our events,** we have implemented a measurement system to assess the quantity of discarded food during Knowledge Sharing Sessions, Quarterly Events, Trainings, and other initiatives. These guidelines are designed to raise awareness among all of us about the substantial problem of food waste and detail the crucial actions we can collectively undertake to create a positive influence.
- **By managing and recycling rubbish as much as possible,** re-using rough paper or by offering a second life to obsolete office equipment. Garbage sort-out has also been implemented as a best practice (paper, plastic, glass, batteries, ink cartridge, low energy light bulb, cardboard etc).
- **By reducing energetic spendings,** adopting a responsible attitude toward temperature regulations (manual or automatic). Wemanity also equipped its offices with low energy light bulbs and adaptable lamp sockets, but also by paying attention to the light out outside working hours.
- **By integrating an ecological dimension in every investment** or renewal equipment project, by favoring eco-labelled cleaning products and office equipment, and by choosing environmentally engaged partners and providers.
- **By reducing CO² emissions:** Limiting business trips through a better organisation, mitigating the use of intensive new technologies (visio-conferences), favoring local providers in order to reduce the environmental impact linked with transports, and by providing alternative transports when possible, for example through the implementation of our Bike-policy.

By relying on the daily application of these “good habits”, Wemanity makes its contribution to the ecological cause, and wishes that the best practices of a few, today thoughtful, tomorrow become the reflexes of all.

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ENVIRONMENTAL CHARTER

I commit to apply the following selected best practices to help achieve the UN Sustainable Development Goals:

Tick appropriate boxes. 10-14 Bronze level, 15-19 Silver level, 20-25 Gold level)

Waste - I will actively minimise my waste by:

- using my own or a corporate reusable cup (where available by location)
- using a refillable water bottle
- carrying a reusable shopping bag
- avoiding single use stirrers/cutlery/straws where available/possible
- only printing documents when necessary and using double sided printing
- using digital media in meetings
- actively recycling and correctly using the waste separation points

Travel – I will reduce my travel impact by:

- walking or cycling for short journeys
- choosing lower emission commuting: walking, cycling, electric vehicles, etc
- using tele-working as appropriate and within local guidelines
- avoiding unnecessary business travel by using digital meeting technology
- where feasible using trains over flights for intergroup travel
- choosing public transport over driving or taxis in general

Energy – I will reduce energy consumption by:

- not leaving non-critical equipment on stand-by when I leave the office
- ensuring lights are turned off when I leave unattended rooms
- using blinds in summer to reduce solar glare and assist the air-con, where applicable
- dressing warmer in winter to reduce demand on the heating system
- un-plugging energy vampires! i.e. chargers left plugged in when not in use

Champion – I will actively promote best practice by:

- regularly reviewing the area around me for improvement
- when attending meetings promoting digital working and reduced paper use
- speaking with my colleagues on waste, energy and travel topics
- joining the Welmpact page on workplace and/or LinkedIn
- sharing and supporting new and existing Environmental initiatives



Engagement for a green & inclusive IT CHARTER

English version

WEMANITY SA

Preamble

Major findings:

"Smartphones, computers, tablets, video game consoles, and GPS surround us in our daily lives. Everyday, we use them to connect to the internet, watch TV, communicate on social networks, share photos, buy train tickets..."

This digital world is growing at a prodigious rate. Today, we are more than four billion connected, and the quantity and weight of exchanged data is constantly increasing: while 70 Kb made it possible to go to the moon in 1969, it is today barely enough to send an email!

"Digital sobriety, the keys to action" - Frédéric Bordage

Key figures:

- A single photo posted on social networks consumes as much energy as three to four twenty-watt light bulbs left on for an hour.
- 6% of global GHG emissions: That is how much digital will account for by 2025
- 40% of GHGs: It is what the manufacture of user equipment (television, smartphones, tablets, connected watches, etc.) represents, and which contributes greatly to the pressure on available water stocks and minerals depletion (not to mention the human and geopolitical tensions generated)
- 3 times the size of France: This is the global digital universe ecological footprint , i.e. a 7th continent on a global scale
- In 2020, humanity produced some 50 million tonnes of electronic waste, or 7 kg per person

Change can only happen if we work together

To achieve our vision of changing the world of work through the power of Agile, Innovation and Cooperation, we are deeply convinced that a change of mentality must take place, starting with ourselves, through our own laboratory of experiences, allowing us to instil the sparks of sustainable transformation around us.

Convinced that the digital and ecological transition cannot be dissociated, Wemanity ecosystem is committed to do its part in reducing digital technology harmful consequences, and to instill, via Welmpact, the practices, methods and tools allowing us to support our partners in a more inclusive and sustainable transformation of their products and services for the common good.

This is why, through this charter, we encourage our partners, clients, cooperators and ecosystem to start this transition with us. Convinced that concrete actions rather than pretty words and speeches will lead to improvement and that change and positive impact can only happen if we generate the sparks to make it possible.

We will not change the world alone. But by joining forces, we can generate stronger results and make a positive difference.

Through this charter, you will find Wemanity commitments to a more responsible, sustainable and inclusive digital world: we hope that reading this will create the sparks of this transition in you and your colleagues.



Our engagement for a sustainable digital

I) REDUCING THE IMPACT OF OUR EQUIPMENT AND INFRASTRUCTURE

In order to improve, we need to know where we are starting from: In order to measure and ensure the effectiveness of our actions, it is necessary to understand our digital environmental footprint. To this end, Wemanity is committed to :

1) Provide a tool dedicated to the individual measurement of this impact, and help cooperators of the ecosystem to develop good habits in their daily practices.

This tool aims to measure the digital use of our business ecosystem and to identify its equivalence in terms of carbon emissions. This tool is not intended to slow down our daily use, nor to monitor our work. It allows us to analyse our usage locally while guaranteeing its confidentiality. Only the results concerning the environmental impact can be made available to the company, in order to have an overview of our carbon footprint.

This tool is both a tangible measure and a means to raise digital consumption awareness.

We want to encourage our teams to bring a technical value to the open source code, allowing us to contribute to a new version of the "Carbonalyser" plug-in on Github and, through this, to translate Wemanity's commitment to the developer community and to open source software.

2) Carry out the Life Cycle Analysis of equipment/infrastructure in 2021 in order to communicate a detailed report of carbon emissions and also to establish the roadmap for related practices improvement, thanks to our collective of certified Green IT experts in June 2021

3) Implement the necessary actions for the computer equipment reconditioning when it is resold

4) Adopt the use of recycled paper by default when printing

5) Encourage good practices to be adopted as of today

-Encourage documents sharing in a common Drive, rather than by sending emails attachments.

-Favour live responses (chatbot, slack, etc) rather than "reply to all".

-Limit the use of computer camera when possible, while ensuring a structured, friendly and proactive exchange with participants.

-Favour the use of hands-free kits in order to limit the consequences linked to SAR (Specific Absorption Rate)

-Limit the use of dual screens when it is not necessary.

-Use the good practices of responsible digital use transmitted during the awareness weeks: To measure is already to start improving!

6) Optimise cloud, obsolescence and infrastructure management:

Size our infrastructure based on our real needs, and let the cloud manage our resources optimally:

-Maintain good practices regarding data and data retention

-Identify and reduce any overuse of requested services



Our engagement for a sustainable digital

II) RAISING AWARENESS AND TRAINING THE COOPERATORS OF THE WEMANITY ECOSYSTEM

With the aim of enabling the Wemanity community to embody the change towards a sustainable digital world, we are committed to providing, step by step, the means to eco-design our tools and services, in particular through :

- Discovery weeks, based on digital responsibility awareness
- Webinars focusing on eco-design, Green IT, digital accessibility and the environmental impact of digital technology
- Discussion panels, exchanges and knowledge sharing via our communities of practice in a perspective of continuous improvement
- Games and challenges aimed at measuring our current consumption and implementing good practices to reduce our environmental impact
- The transmission of knowledge and expertise to implement them on an individual and organisational basis, and to transmit these good practices to our clients who request them
- Training of our most committed cooperators via the Green IT.fr and ecodesign certifications

III) SUPPORTING OUR CLIENTS IN THEIR APPROACH

The Wemanity cooperators trained in the Green IT approach by Frédéric Bordage*, have been able to acquire the necessary skills to :

- Audit an existing information system and position themselves in relation to the key indicators in the field, both in terms of governance and performance
- Audit an existing information system and position themselves in relation to key indicators in the field, both in terms of governance and performance;
- Identify the key issues in terms of return on investment and reduction of the ecological footprint;
- Define a Green IT strategy aligned with the organisation's CSR/Sustainable Development policy;
- Build a prioritised and objective (quantified) action plan;
- Find the partners, as well as the technical and methodological solutions enabling to achieve the objectives of the Green IT strategy
- Set up tools for strategy monitoring, control and governance

This is in the objective of contributing to the reduction of Wemanity's carbon footprint and to meet our clients expectations.

*Frédéric Bordage is recognised as one of the forerunners and leading experts in responsible digital business in Europe. Author of numerous books, studies and original key figures, and of a hundred or so conferences over the last 5 years, Frédéric Bordage leads GreenIT.fr : the reference community for responsible digital community (67 contributors, 1 million unique visitors in 43 countries). Frédéric Bordage is also the founder of the Green IT Club, which brings together major French companies committed to a responsible digital approach.



Our engagement for a sustainable digital

IV) OBTAINING THE RDC (RESPONSIBLE DIGITAL ENTERPRISE) LABEL

Wemanity is working on obtaining the Responsible Digital Enterprise label. Through this recognition, we wish to publicly display our commitments regarding ethics and deontology in our business. We aim to obtain this label by 2022.

V) FOR A SUSTAINABLE, INCLUSIVE AND ACCESSIBLE DIGITAL WORLD

The Wemanity ecosystem is committed, via Welmpact, to the Tech for Good initiative for inclusive, sustainable and accessible digital technology for all:

- Supporting NGOs, Associations and CSRs in their Agile and Digital Transformation that is sustainable and inclusive
- Meet the digital accessibility requirements of our clients' products and services
- To support and accelerate the transformation of our partner associations via Skills Sponsorship
- To initiate and perpetuate awareness programmes, webinars, as well as initiatives with a positive social and environmental impact in favour of Tech for Good and Digital Accessibility

Our partners: Latitudes, Share-It, Solinum, Silence on lit, télémaque, La Bascule, Môm'artre, En Van Simone, Vendredi, the Social Good Accelerator, Surfrider Foundation Europe, HandsAway, Zup de Co, Sea Cleaners, Plan International, WWF, Par le Monde, H'up Entrepreneurs, Hop Hop Food and many others.





Wemanity

Responsible
Purchasing Charter

WEMANITY SA

FOREWORD

For more than four years, Wemanity has been working to increase its social and environmental impact by mobilising its strengths in a tangible way, in partnership with the major players in our world, and by committing itself more and more alongside them to build the world of tomorrow, in particular by helping them to adapt to change.

Our values of Agile by nature, Customer love and Ubuntu drive us to constantly adapt to a changing world, in which we are aware that we are part of a whole and can act for and with it by co-constructing with our stakeholders.

This is why, through this Responsible Purchasing Charter, we specify our expectations of our partners and suppliers as well as our commitments in our purchasing chain. This charter is part of our strategy and our CSR commitments in order to better define our selection criteria in terms of responsible and sustainable purchasing, but also to better involve our stakeholders, such as our suppliers, in the respect of social, ethical and environmental issues.

We count on our suppliers, our customers as well as our teams to apply this charter on a daily basis, and to inform us in the event of a breach of any of the principles set out in it.

WEMANITY COMMITS TO :

Act in strict compliance with laws and regulations

Treat suppliers fairly, ethically and transparently

- By choosing them according to a sustainable and transparent selection process, based on predefined and explicit criteria: quality, cost, deadline, but also taking into account the social and environmental impact;
- Ensuring fair competition between its suppliers: competitors in a tender are given the same degree of information on the selection criteria and the same deadlines;
- By communicating to non-selected suppliers the reason for their non-selection;
- Dealing with suppliers in a transparent and fair manner, in accordance with the legislation in force, and therefore respecting the payment deadlines in due time;
- Conducting negotiations in a professional manner;

Adopt an anti-corruption stance

- Fighting against all forms of corruption, active or passive, and excluding any situation that could present a conflict of interest. Suppliers are informed that the practice of giving business gifts and invitations can in no way alter the impartiality of a decision to be taken, and that Wemanity employees will be led to refuse them if they are not of a professional, appropriate and reasonable nature;

Combat dependency

- Monitoring the risks of mutual or unilateral dependency between Wemanity and its suppliers and taking action;

Ensure confidentiality and intellectual property rights

- Respecting the RGPD and the intellectual property rights of suppliers;
- By committing to not disclosing suppliers' commercial, technical and financial information while securing the data exchanged;

Enable the use of mediation

- Giving suppliers the possibility, in the event of a dispute, to have recourse to mediation;



THE SUPPLIER UNDERTAKES TO:

Respecting labour and human rights

- Following the United Nations Guiding Principles on Business and Human Rights to the letter;
- By abolishing child labour, in accordance with the International Labour Organisation conventions;
- By prohibiting forced, compulsory or concealed labour as well as ill-treatment at work, including the prohibition of slavery and trafficking in human beings, and by excluding the use of any type of threats, blackmail or physical and psychological violence;
- Combating all forms of discrimination, exclusion or preference in employment and occupation based on race or ethnic origin, gender, religion or belief, political opinion, trade union activity, disability, age and sexual orientation in recruitment and career development and ensuring equal treatment;
- Ensuring the health, safety and well-being of staff at work, with a safe and healthy working environment;
- Complying with the legislation of the countries of operation in terms of remuneration, working hours and benefits and social rights;
- Ensuring freedom of expression, association, staff representation and the right to collective bargaining;

Getting involved in environmental issues

- Respecting the laws and regulations in force in the countries of activity on environmental protection;
- Monitoring environmental risks and issues with a system for assessing and measuring these risks;
- Minimising the environmental impacts of their activities and initiating a policy of continuous improvement on these issues to prevent and mitigate the negative impacts of their activities;
- Limiting the impact of products and services on the environment throughout their life cycle;
- By adopting a better management of its externalities such as its GHG emissions or its waste management and by using its resources more sustainably, especially non-renewable natural resources;

Be ethical in business

- Ensuring ethical behaviour in business relationships, supported by a model of conduct displayed at the highest level;
- Ensuring that they take into account the interests of their stakeholders, and observe corporate governance that respects the laws and regulations of the countries in which they operate;
- By being careful to put in place the relevant policies - and to raise awareness among their employees - to prevent and fight corruption in all its forms;
- By informing their teams that the practice of gifts or business invitations can in no way alter the impartiality of a decision, and that Wemanity cooperators will be led to refuse them if they are not of a professional, appropriate and reasonable nature;
- By prohibiting anti-competitive practices;
- By respecting the confidentiality and intellectual property rights of their stakeholders;
- Promoting and enforcing the principles of this Charter among their suppliers and subcontractors;
- Implementing a monitoring process to prevent and manage any risk of social or environmental impact throughout their supply chain;
- By promptly providing evidence of their commitment to the Charter principles to any request from Wemanity, and by agreeing to be assessed or audited by Wemanity, or by a third party mandated by it, on the principles set out above;



SIGNATURE OF THE RESPONSIBLE PURCHASING CHARTER

We hereby confirm :

- We have read this Charter, and understood the principles, values and in general all the contents of this Charter;
- We adhere to its principles and commit to applying them in my organisation, and encourage the same principles in our subcontractors and suppliers;

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