



Responsible Procurement Charter



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The purpose of this document is to share with our suppliers and partners Etix Everywhere's expectations in terms of ethical, social and environmental responsibility.

By signing this charter, our suppliers and partners undertake to respect its principles and to implement any corrective action and continuous improvement plans that may prove necessary. Business partners are invited to respect Etix Everywhere's expectations and to promote them to their own suppliers, subcontractors and service providers.

Etix Everywhere may monitor its suppliers to ensure compliance with the rules set out in this charter.

Ethics

Etix Everywhere expects its suppliers and partners to comply with national and international laws and regulations applicable to their business.

They undertake to comply with the following principles:

1. Business ethics

Our Business Partners take all necessary measures to avoid anti-competitive practices. In particular, they undertake not to participate in cartels and/or abuse of a dominant position and ensure that their own suppliers and subcontractors do the same.

2. Confidentiality

Our suppliers and partners undertake to maintain the confidentiality of information of any kind, brought to their attention by any written or oral means, which is communicated to them in the context of the business relationship. Confidential information must be protected throughout the business relationship and even after it has ended.

3. Conflict of interest

Our business partners ensure that no personal interests interfere with the relationship with Etix Everywhere.

4. Corruption

Etix Everywhere's business partners are committed to fighting corruption in all its forms, including extortion and bribery.

Our suppliers combat money laundering in every country where they operate.

5. Report

Etix Everywhere expects its suppliers and partners to notify it immediately of any infringement, complaint, investigation or proceedings initiated against them.

If you observe a situation or conduct contrary to the Responsible Procurement Charter and it appears impossible to put an end to it, you should report it by e-mail to compliance@etixeverywhere.com.

Social

Etix Everywhere expects its suppliers and partners to respect the principles of social responsibility.

1. Compliance with regulations

Our suppliers and their partners are committed to respecting current legislation, human rights, the conventions of the International Labour Organization (prohibiting child labour and slavery) and the principles of the UN Global Compact.

2. Combating harassment

Our suppliers and partners do not tolerate any type of harassment (physical, moral, sexual, etc.) or discrimination (origin, disability, nationality, age, sex, religion, etc.) by their employees and partners.

3. Remuneration

Etix Everywhere's business partners guarantee their employees a fair wage that provides a decent standard of living. It must be at least equal to the minimum wage set by local legislation.

4. Working conditions

Our partners ensure decent working conditions for their employees. In particular, they ensure that working hours and rest periods comply with current legislation and put in place measures to promote social cohesion within the company. They ensure that their partners do the same.

5. Health & safety

Etix Everywhere's suppliers and partners undertake to assess the risks to the health and safety of their employees, partners and stakeholders. They take all necessary measures to protect the integrity of their employees (procedures, training, provision of personal protective equipment).

6. Diversity, inclusion

Our suppliers and partners encourage diversity within their companies and among their partners. They put in place measures to help people in difficulty find and keep jobs.

Environnement

Etix Everywhere, in line with its decarbonization strategy, aims to limit its impact on the environment. This involves committing its suppliers to a continuous improvement process.

1. Compliance with regulations

Our suppliers and partners undertake to comply with international, national and local legal obligations and other requirements applicable to them in terms of environmental law. They assess the risks and put in place the necessary measures to mitigate or eliminate them.

2. Reducing GHG emissions

Our suppliers and their partners are fighting climate change and implementing measures to reduce their emissions. Failing that, they offset them.

3. Energy efficiency

Etix Everywhere's suppliers and partners look for the most energy and water-efficient equipment and processes.

4. Waste management & circular economy

Etix Everywhere's suppliers and partners are committed to promoting eco-design and reducing waste, in particular by reducing packaging. As far as possible, they use materials from renewable, recycled and/or recyclable resources.

As far as the end-of-life of their equipment is concerned, they seek to make the most of their waste by recycling, composting and reusing materials.

When working on Etix Everywhere premises, suppliers and their subcontractors remain responsible for the waste they produce: they dispose of the waste generated by their activity and then ensure that it is recycled and recovered. They comply with the local regulations in force, and in particular with Extended Producer Responsibility in Europe.

5. Preserving biodiversity

Etix Everywhere's partners analyze their impact on biodiversity and implement measures to avoid, reduce or even compensate for it.