



**SWORD**

UPGRADE YOUR BUSINESS



**SUSTAINABLE  
PURCHASING  
CHARTER**

# PREAMBLE

This Sustainable Purchasing Charter defines the principles that are intended to ensure ethical and sustainable business relationships with our suppliers of goods and services, and our freelancers and subcontractors, in compliance with applicable laws and regulations and the Group's commitments in terms of corporate social responsibility (CSR).

These principles reflect the Group's commitment to make every effort to prevent and mitigate ethical, environmental, human rights risks and violations associated with its activities, to optimise its positive impacts, and to do so throughout its value chains as part of a responsible purchasing approach.

# 1 OBJECTIVES OF THE RESPONSIBLE PURCHASING CHARTER

Share the Group's commitments with its suppliers and subcontractors and ensuring their involvement in sustainable development.

Sword Group requires its suppliers and freelancers/subcontractors to comply strictly with the laws and regulations in force in the countries in which they operate, as well as a commitment to collaborate with the Group in implementing compliance with the principles set out in its Ethics Charter, and if necessary, to take any appropriate corrective measures as part of a continuous improvement process.

Firstly, since 2011, Sword Group has been a member of the United Nations Global Compact and is thus committed to respecting the 10 principles related to human and labour rights, the environment and corruption.

Through this membership, the company wishes to show that it is a good corporate citizen in the global economy. The choice of the Global Compact was made because it guarantees a globally recognised framework and sustainability.

Sword Group thus ensures that the ten principles enshrined in the United Nations Global Compact are respected:

Universal Declaration of Human Rights  
Declaration of the International Labour Organization on Fundamental Principles and Rights at Work  
Rio Declaration on the Environment and Development  
United Nations Convention against Corruption.

## Human rights

- Companies are invited to promote and ensure the protection of international human rights law in their sphere of influence and
- To ensure that their own companies are not complicit in human rights violations.

## Labour law

- Companies are invited to ensure freedom of association and to recognize the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination in employment and occupation.

## Environment

Companies are invited to:

- Apply a precautionary approach to environmental issues
- Undertake initiatives to promote greater environmental responsibility; and
- Promote the development and dissemination of environmentally friendly technologies.

## Anti-corruption measures

- Companies are encouraged to take action against corruption in all its forms, including extortion of funds and bribery.



[www.unglobalcompact.org](http://www.unglobalcompact.org)

## **SWORD GROUP'S COMMITMENTS TO ITS SUPPLIERS AND SUBCONTRACTORS**

- To develop sustainable business relationships that are conducive to combating and addressing risks and issues of working conditions, environmental protection and business ethics,
- Maintain a constructive and open dialogue with its suppliers on its ability to meet its commitments,
- Select its suppliers and subcontractors according to a fair and impartial purchasing process, and according to predefined criteria and objectives,
- Avoid situations of economic dependence. Avoid situations of economic dependence. In the event of disengagement on the part of the Group, this will be anticipated and progressive,
- Identify and prevent conflicts of interest in relations with suppliers and subcontractors,
- Raise awareness and train its employees in ethical and CSR principles.

## **COMMITMENTS OF SUPPLIERS AND SUBCONTRACTORS TO SWORD GROUP**

- Respecter les principes du Pacte mondial des Nations unies.

Not to tolerate in any case any recourse in the framework of its activities:

- child labour,
- any form of practices described as modern slavery, forced, compulsory or clandestine labour,
- any form of physical, moral or sexual harassment, or any discrimination related to origin, gender, sexual orientation, age, family situation, pregnancy, physical appearance, state of health, nationality, union membership, ethnicity, or religion.

Guarantee decent working conditions and health and safety standards in accordance with the applicable conventions in each country.

- Respect the ethical principles of the Sword Group as described in its Ethics Charter and contribute to the fight against corruption and conflicts of interest in its activities and its relations with its own suppliers.
- Comply with the regulations in force concerning the fight against corruption and influence peddling or any similar legal provision and prevent these practices by taking effective measures with its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers and their respective representatives who are directly or indirectly involved in any way in the business relationship.
- Suppliers and subcontractors must promote free competition, thus proscribing any concerted action and any agreement on prices and offers,
- Respect the rules relating to environmental protection and make its best efforts to prevent, mitigate and repair the negative impacts of its activity,
- To propose and use, whenever possible, ever more efficient environmental solutions.  
To strive for best practice within its profession, to optimise its water and energy consumption, to preserve biodiversity and to manage its discharges and waste.

Sword Group expects its supplier/subcontractor to take all reasonable steps to ensure that its own suppliers and subcontractors comply with the terms of this Charter.

## COMMITMENT OF BOTH PARTIES

Sword Group undertakes to comply with this responsible purchasing charter for suppliers, subcontractors and independent contractors and to promote transparency and dialogue with its partners.

Name of representative |

Signature

Date

The partner acknowledges having received and read this charter and undertakes to respect its principles.

Name of the partner |

Name of representative |

Signature

Date