

## **Flex-N-Gate Europe responsible Supply Chain policy**

Flex-N-Gate Europe responsible Supply Chain approach is one of the structuring elements of its social and environmental responsibilities.

### **Applying the group's ethical, environmental, and societal rules to suppliers**

Flex-N-Gate Europe is working with suppliers from many different countries and cultures, with highly contrasting social and environmental practices.

Before selecting a supplier and committing to a contract, Flex-N-Gate Europe pays attention to three criteria: performance, quality and corporate social responsibility.

Our Standard General Purchase Conditions integrate Flex-N-Gate Europe requirements in terms of fundamental rights of every man and woman, environment incl. natural resources protection, health and safety at work, respect for human rights and compliance with labor law

### **Maintaining a responsible relationship with suppliers**

To ensure sustainable development of its activities, Flex-N-Gate Europe expects its suppliers to commit on applying the same standards of social and environmental responsibility that it imposes on itself. Flex-N-Gate Europe engages with them and supports them with a progress-oriented approach.

Behaving towards suppliers with fairness, transparency and impartiality, maintaining confidentiality, creating a contractual framework, observing business ethics, etc... These are the guidelines for the relationship Flex-N-Gate Europe intends to have with its suppliers.

These topics and the behavior to adopt are set out in the compliance program at Flex-N-Gate Group's level (code of business conduct and ethics) and deployed within the Flex-N-Gate Europe Purchasing Departments through the Supplier Business Practice code.

### **Our specific environmental requirements towards our suppliers**

Throughout the supply chain, our suppliers are aligned with our policy of preserving the environment and natural resources.

As part of this sustainable development policy, Flex-N-Gate Europe promotes the use of recycled materials.

### **Purchase of hazardous substances and products containing conflict minerals**

Matters concerning hazardous substances are covered in the CSR questionnaire sent to all our major suppliers. REACH (Registration, Evaluation, Authorization and Restriction of CHemicals) regulations and the RoHS (Restriction of Hazardous Substances) Directive 2002/95/EC RoHS are specifically mentioned therein.

Because of its activity, Flex-N-Gate Europe is never in a situation where it directly purchases any minerals in their primary form, and remains minimally affected by the problem of conflict minerals.

Nevertheless, as a responsible player, the Group supports OECD initiatives by following the recommendations of the "OECD's due diligence guidance for responsible supply chains of minerals from conflict-affected and high-risk areas", and is gradually putting together an initiative to identify and evaluate the risks related to its supply chain.

**Monitoring supplier performances** The monitoring of our suppliers' performance, in terms of responsibility, is carried out using precise ethical, social and environmental indicators.

Where our suppliers have not achieved the expected level, we require them to implement action plans to ensure that they adhere to our guiding principles.

**Executive Purchasing  
Europe Director**

