

## CORPORATE SOCIAL RESPONSIBILITY SUPPLIERS' STANDARDS

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### INTRODUCTION

This Guide is part of the commitment of Banque Havilland S.A. and its branches ("BH") to integrate Environmental, Social and Governance (ESG) values and principles into its relations with its suppliers and service providers, including their respective sub-contractors (the "Suppliers"). The below indicated values and principles provide an overview of the standards BH encourages and expects its Suppliers to uphold and comply with in the areas of human rights, labour, environment and ethics.

### VALUES AND PRINCIPLES

BH encourages its Suppliers to:

#### RESPECT WORKING STANDARDS

Suppliers are expected to:

- **Comply with national and international legal provisions, collective labour agreements**, the International Labour Organization's Declaration and the Universal Declaration of Human Rights;
- **Comply with all applicable laws and regulations on working hours, minimum wages and overtime hours**, and pay wages on a regular basis;
- **Comply** with all applicable laws in their country relating to minimum working age;
- **Prohibit** any form of illegal, forced and child labour;
- **Respect the freedom of association** and recognise collective bargaining rights;
- **Promote diversity**;
- **Eliminate discrimination** in respect of employment and occupation.

#### PROMOTE OCCUPATIONAL HEALTH AND SAFETY STANDARDS

Suppliers are expected to:

- **Ensure compliance with health and safety standards**;
- **Provide a healthy and safe working environment**;
- **Treat employees with respect and dignity**;
- **Prohibit harsh treatment and harassment**.

#### RESPECT AND PROTECT THE ENVIRONMENT

Suppliers are expected to do everything possible to act in an environmentally responsible manner, by eliminating or mitigating the impact of their activities on natural resources.

#### CONDUCT BUSINESS WITH INTEGRITY

Suppliers are expected to fight corruption in all its form, including extortion, fraud, tax evasion and bribery, and avoid or mitigate any conflict of interest. Suppliers may not engage in bribery or unethical conduct.

**BH expects its Suppliers to run their own businesses responsibly and ethically, complying with the same values and principles in order to make a positive contribution to the environment and social communities.**

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