

# SUPPLIER RESPONSIBLE PURCHASING CHARTER

## Preamble

The Responsible Purchasing Policy of AVIGNON CERAMIC SAS is a key component of its CSR (Corporate Social Responsibility) strategy and of its compliance with international frameworks, including the United Nations Global Compact and the ISO 9001 and EN 9100 standards. It aims to ensure that all suppliers, subcontractors, and partners uphold the company's core values regarding ethics, human rights, environmental protection, and business integrity.

## Supplier Commitments

- Respect the fundamental principles of the UN Global Compact, the 8 fundamental ILO Conventions (#29, 87, 98, 100, 111, 138, 182), and the ILO Declaration on Fundamental Principles and Rights at Work, including the fight against forced labour, child labour, human trafficking, and discrimination.
- Promote a caring management approach and working conditions that respect human dignity and workers' rights, while ensuring the prevention of psychosocial risks.
- Comply with applicable social and environmental regulations and implement concrete CSR actions: reduction of carbon footprint, waste reduction and recovery, responsible use of resources, and adoption of low CO<sub>2</sub> emission logistical solutions.
- Extend these commitments to the entire supply chain, including in countries that are not signatories to ILO conventions.
- Prevent all forms of corruption in accordance with international laws and standards, notably the OECD Convention on combating bribery and the French Sapin II law.

## Integrity and Prevention of Conflicts of Interest

The supplier commits to:

- Refrain from offering, promising, or soliciting, directly or indirectly, any gift, benefit, favour, invitation, or gratuity, whether financial or otherwise, that could influence a business decision or the award or retention of a contract.
- Comply with a zero-tolerance policy regarding corruption, bribery, kickbacks, or undue advantages.
- Declare to AVIGNON CERAMIC SAS any gift or benefit offered or received, even symbolic, if it could be perceived as compromising the impartiality of a business relationship.

- Modest gifts of a purely promotional or courtesy nature may be tolerated, provided they comply with professional standards, create no obligation or expectation, and are priorly declared to the purchasing contact at AVIGNON CERAMIC SAS.

#### **Continuous Improvement and Monitoring**

- Share best practices with AVIGNON CERAMIC SAS in a spirit of continuous improvement.
- Ensure that this charter is applied by its own subcontractors and suppliers.
- Accept audits or assessments conducted by AVIGNON CERAMIC SAS or an appointed auditor to verify compliance with the stated commitments.
- Implement corrective actions as soon as possible in the event of identified non-compliance.

#### **Whistleblowing Channel**

Any suspected breach of this charter or any unethical behaviour may be reported confidentially through AVIGNON CERAMIC SAS's internal whistleblowing channel (address or platform to be specified).

#### **Effective Date**

This charter takes effect upon signature by the supplier and applies to all contractual relationships between the supplier and AVIGNON CERAMIC SAS.

Issued in Bruère-Allichamps, the 06<sup>th</sup> of October 2025.

Carole BLAZIK – C.E.O.

A handwritten signature in black ink, appearing to read "Carole Blazik", is written over a light grey circular stamp.