



**SUSTAINABLE
PURCHASING
CHARTER**





For over 20 years, the Bel Group has placed Corporate and Social Responsibility (CSR) at the heart of its activities. We firmly believe that responsibility and profitability must be combined to ensure the long-term future of our company and meet the mission we have set ourselves: to champion healthier and responsible food for all.

To achieve this, we are collaborating with our entire ecosystem to meet 5 challenges: promoting sustainable and regenerative agriculture, contributing to healthier food, fighting against climate change and reducing our environmental footprint, designing sustainable portions and improving the accessibility and affordability of our products.

The commitment, by our side, of all our partners and suppliers is necessary. Their ability to act sustainably, through responsible practices, is an integral part of our selection process and the monitoring of their performance, in the same way as cost, quality, service level and capacity to innovate. Our Sustainable purchasing charter is therefore an essential part of our approach to responsibility and that of our suppliers. It sets out our commitments in terms of environment, social issues, and business ethics. It defines what we expect from our partners, the commitments to be made, and the vigilance measures to be implemented as part of a continuous improvement approach.

Bel purchasing teams ensure compliance with this charter and work alongside their partners to build progress plans that will help them meet these commitments. This is an approach we wish to pursue with them, in the service of a model that creates value for all.

CÉCILE BÉLIOT

CEO

STÉPHANE DUPAYS

Chief Operations Officer

PHILIPPE BLOUIN

Chief Purchasing Officer

WHY SHOULD WE HAVE A SUSTAINABLE PURCHASING CHARTER?

Suppliers play an important role in the success of our business. We want therefore to share with them our commitment towards sustainable development and involve them closely in a continuous improvement process.

THE BEL GROUP COMMITMENTS TOWARDS ITS SUPPLIERS

FAIR TREATMENT OF SUPPLIERS

We treat our suppliers with honesty, fairness, and respect. Our purchasing activities are conducted in accordance with high ethical and professional standards, as set out in our “Code of Best Business Practices”. This Code applies to all Bel’s co-workers in each of its entity, within the company and with its suppliers.

IMPARTIAL SELECTION

We select our suppliers impartially according to predefined, explicit and transparent criteria: quality, service, technology, cost ... and environmental and social impact of products and services offered.

CONFIDENTIALITY AND INTELLECTUAL RIGHTS

We respect the confidentiality of technical and commercial information communicated by our suppliers. We also respect suppliers’ property and intellectual rights.

WHISTLE-BLOWING SYSTEM

We provide a whistle-blowing system accessible to the Group’s employees and to third parties, enabling us to collect information regarding their claims when they are victims of or witness unethical behaviours. Reports are processed in compliance with the applicable legal rules, particularly in terms of confidentiality and personal data protection.

ENHANCING SUPPLIERS CAPABILITIES

We seek to build long-term relationships with our suppliers in a shared improvement approach. We are committed to assist our strategic suppliers to raise standards when performance is below the required level. We work with our suppliers to identify mutual benefits for sustainable development, and we share best practices with them.

TRANSPARENT COMMUNICATION

We are committed to report on our Sustainable Purchasing Program on a regular and consistent basis, both internally and externally.

SMALL AND MEDIUM-SIZE SUPPLIERS

We integrate local suppliers into our purchasing activities to foster local economic development.

ECONOMIC DEPENDENCY AVOIDANCE

We seek to avoid any economic dependency between Bel and its suppliers that could jeopardize either party. We are therefore developing methodologies and action plans to identify such situations and take appropriate measures.

THE COMMITMENTS REQUIRED BY THE BEL GROUP FROM ITS SUPPLIERS

HOW THE BEL GROUP WANTS TO INVOLVE ITS SUPPLIERS?

The Sustainable Purchasing Charter presents the CSR commitments required by Bel from its suppliers, but also presents the commitments we take towards our suppliers.

When doing business with Bel, suppliers commit themselves to conform to this charter and to collaborate to implement the necessary corrective actions in the spirit of continuous improvement.

These guidelines are not an exhaustive list. In addition, some categories of suppliers are subject to specific requirements that are detailed in separate documents.

ENVIRONMENT

Suppliers comply with all environmental laws and regulations in force. They retain and maintain all required environmental permits and registrations. They apply a precautionary approach to environmental problems and thus detect, identify, and assess rapidly potential environmental risks. They take all appropriate measures to mitigate or eliminate them when possible.

CONSUMPTION OF RESOURCES

Suppliers continuously develop and improve an environmental management system which minimises their impacts on the environment and reduces energy and water consumption, CO₂ emissions, as well as consumption of non-renewable natural resources or non-eco-friendly products.

REDUCTION OF ENVIRONMENTAL IMPACT

Suppliers promote the development of environmentally friendly agriculture and technologies. Suppliers make their best efforts in the innovation process to offer products with the lowest possible environmental impact throughout their life cycle.

BIODIVERSITY

Suppliers develop appropriate steps to ensure that biodiversity is preserved throughout their operations and their entire supply chain.

ANIMAL WELFARE

Suppliers promote and respect the “Five Freedoms” of animal welfare defined by the World Organisation for Animal Health (WOAH). They ensure the protection of animals and the respect of animal welfare, seeking a constant progressive improvement of the mental and physical needs of animal.

FOOD SAFETY

Suppliers meet the safety standards required by law and by the Bel purchasing and quality policies and implement a safety management system based on the reference method HACCP (Hazard Analysis Critical Control Point).

CHEMICAL AND HAZARDOUS MATERIALS

Chemical and other materials posing a hazard if released to the environment should be identified, labelled, and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal. Competent employees are trained, and emergency procedures are in place to deal with any accidents.

WASTEWATER AND SOLID WASTE

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled, and treated as required prior to discharge or disposal.

AIR EMISSIONS

Air emissions of volatile organic compounds, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations and transport are characterised, monitored, controlled, and appropriately treated before discharge.

MINIMISE WASTE, MAXIMISE RECYCLING

Waste of all types are monitored and reduced or eliminated to facilitate steps towards circular economy: at the source and by practices such as modifying production, improving maintenance techniques and equipment, conserving, recycling, replacing and reusing materials.

LOCAL POLLUTIONS

Emissions of noise, dust, odour, particles, and any other sources of local pollution are monitored, and mechanisms are put in place to minimize them. Suppliers consider these impacts in relation to the overall life cycle of their products, from design and production to use and end of life and develop an appropriate management system.

LABOUR PRACTICES AND HUMAN RIGHTS

Suppliers promote and respect the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and international human rights legislation. In this context, suppliers must establish systems to ensure respect for the following principles on their sites and those of their suppliers. They are not complicit in human rights abuses.

QUALITY OF THE WORKING ENVIRONMENT

Suppliers strive to maintain a working environment where employees benefit from training and development opportunities, rewards for their contribution and a constructive dialogue with their employer.

ABOLITION OF CHILD LABOUR

Suppliers undertake to respect the minimum age for admission to employment defined by the 138 and 182 OIT conventions, either 15 years, old raised to 18 for hazardous or difficult work. All young workers must be protected from performing any work that is likely to be hazardous or to interfere with their education that may be harmful to the child's health, physical, mental, social, spiritual or moral development. Bel supports the use of legitimate workplace apprenticeship programs.

ELIMINATION OF FORCED AND COMPULSORY LABOUR AND OF HUMAN TRAFFICKING

Suppliers never use forced, bonded or involuntary labour, or unpaid prison labour. All employment, including overtime work, is voluntary. Workers are free to leave provided they comply with advance notice specified by law. The retention of identity papers, passports, training certificates work permits or others government-issued identification as a condition of employment is prohibited as well as to require workers to make deposits or financial guarantees. Also, human trafficking is banned by our suppliers.

ELIMINATION OF DISCRIMINATION IN THE WORKPLACE AND FAIR TREATMENT

Suppliers neither practice nor tolerate any discrimination based on gender, age, religion, family circumstances, race, caste, social situation, disability or any other personal characteristic. The terms and conditions of employment of every individual must be based on their skills. Suppliers undertake to treat all employees with respect and must not inflict corporal punishment, use physical or moral coercion, any form of abuse, harassment, or threats of such treatment.

COMPLIANCE WITH ALL APPLICABLE WAGE, BENEFITS AND HOUR LAWS

Suppliers comply with all wage and working hours legislation and regulations, including those pertaining to minimum wages, overtime wages, piece rates, and other elements of compensation and provide legally mandated benefits. Bel encourages its suppliers to go beyond the compliance in terms of wages, benefits and working hours.

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Suppliers recognise and respect the employee's right to freedom of association and collective bargaining as supported by international standards.

OCCUPATIONAL HEALTH AND SAFETY PROTECTION

Suppliers make health and safety of their staff, their own suppliers and local people a shared priority at every level of the company. To this end, they implement health and safety measures at their premises, to provide workers with appropriate personal protective equipment. Suppliers identify, evaluate, and control workers' exposure to the hazards of physically demanding tasks.

LAND RIGHTS

Land rights of indigenous people and local communities affected by the operations and sourcing practices of suppliers must be respected. Suppliers ensure to not engage in any form of land grabbing.

BUSINESS ETHICS

First and foremost, we expect our suppliers to have high standards of business and personal ethics, and obviously comply with all applicable laws and regulations in the countries where they operate.

CORRUPTION

Suppliers shall refrain from offering Bel Group employees any benefit (free goods or services, work position or opportunities) intended to facilitate their activities with our company.

ANTI-COMPETITIVE PRACTICES

Suppliers take preventive measures to avoid anti-competitive practices or behaviour.

CONFIDENTIALITY, INTELLECTUAL RIGHTS, AND PERSONAL DATA

Suppliers respect the confidentiality of information received which is the property of Bel and never use such information for their own benefit. Information given in the course of duty should be true and fair and must not mislead. Suppliers take measures to ensure compliance with intellectual property rights and comply with all applicable laws and regulations concerning the collection, use and protection of personal.

TRANSPARENCY AND ACCOUNTABILITY

Suppliers are committed to transparency and accountability in their business dealings.

CONFLICT OF INTEREST

Suppliers are expected to disclose any situation that may appear as a conflict of interest and disclose to us if any Bel employee may have an interest of any kind in the supplier's business or any kind of personal economic link with the supplier.

MANAGERIAL PRACTICES

Compliance with the above principles is one of the suppliers' evaluation criteria. The respect of this charter is a key requirement for ensuring the continuity of the relationship between Bel and its suppliers.

SUPPLIERS OF SUPPLIERS

Suppliers agree to promote the principles of the Bel Group Sustainable Purchasing Charter throughout their own suppliers and undertake the necessary due diligence.

ASSESSMENT / MONITORING

Suppliers possess all internal procedures, tools and indicators to ensure compliance with the principles listed above and maintain and retain documentation demonstrating compliance with these principles. Suppliers respond promptly to reasonable inquiries from Bel representatives regarding implementation of these principles. Suppliers agree to be assessed or audited by Bel, or by a third party mandated by Bel on the above-mentioned principles.

NON-COMPLIANCE

If certain elements of this charter are not respected, suppliers may be required to prepare, document and implement a corrective action plan in order to improve the situation and achieve compliance. In case of non-compliance, Bel may collaborate with or assist suppliers to become compliant with this charter. We reserve the right to withdraw from suppliers who fail to comply with this charter.

COMMUNICATION & TRAINING

Suppliers communicate the principles of our charter to their employees in the local language. Bel will provide French and English translations.

SUSTAINABLE PURCHASING CHARTER

REFERENCES

BEL'S REGISTRATION DOCUMENT

<https://www.groupe-bel.com/en/newsroom/publications/>

BEL'S CORPORATE RESPONSIBILITY PROGRAM

<https://www.groupe-bel.com/en/our-commitments/>

PURCHASING AT BEL – BEL'S ALERT SYSTEM

<https://www.groupe-bel.com/en/purchasing-at-bel/>

UNIVERSAL DECLARATION OF HUMAN RIGHTS

www.un.org

UN GLOBAL COMPACT

www.unglobalcompact.org

UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

<https://www.business-humanrights.org/en/un-guiding-principles>

INTERNATIONAL LABOUR ORGANISATION (ILO) FUNDAMENTAL CONVENTIONS

www.ilo.org

ILO SAFETY AND HEALTH AT WORK

www.ilo.org

UN SUSTAINABLE DEVELOPMENT GOALS

www.undp.org/content/undp/fr/home/sustainable-development-goals

INTERNATIONAL HACCP ALLIANCE

www.haccpalliance.org

DOCUMENT HISTORY

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