



EXPECTATIONS FROM OUR SUPPLIERS

The Altrad Group will always endeavour to act in accordance with the strictest ethical standards. The Altrad Group's Business Integrity & Ethics Code (Code) applies to all suppliers, agents, partners (Suppliers) and employees of the Group and sets out clearly the standards that are expected of them and where to access further support to achieve these standards.

We expect Suppliers to adhere to and act in accordance with the Code. The respect of the Code should be a priority for all and it should serve as the principle guide towards progress and excellence.

We will not knowingly use Suppliers who operate unethically, or who violate applicable laws.

Compliance with the law

The Altrad Group expects all Suppliers to conduct business in an open and honest manner, and in accordance with, as appropriate, the laws and regulations of each country in which the Altrad Group operates. As a Group which operates globally, we are subject to various international trade laws affecting the transfer of goods and services across national borders and these should be adhered to.

Suppliers shall not engage in any business activity that breaches any EU, French or other applicable sanctions or export controls.

Suppliers shall not engage in any form of tax evasion or facilitation of tax evasion.

Modern slavery and human trafficking

Suppliers shall adhere to the principles of the Universal Declaration of Human Rights, the International Labour Organisation, and the Organisation for Economic Cooperation and Development (OECD).

The welfare and safety of our workers and those of our Suppliers is a priority for the Altrad Group, and we will not tolerate involuntary labour of any kind, including slavery, servitude, forced and compulsory labour, child labour and human trafficking.

Respect for individual's safety

The Altrad Group expects all Suppliers to ensure a safe and healthy working environment by complying with all applicable health and safety rules, laws and regulations.

Suppliers shall show respect for others and ensure a safe work environment for their employees free of unlawful discrimination on the grounds of age, disability, gender, religion, ethnic origin or nationality.

Conflict of interest

Suppliers shall declare any relationship of interests with Altrad employees. Conflicts of interests shall be treated in accordance with the Conflicts of interest policy of the Altrad Group.

Bribery and corruption

The Altrad Group operates a zero-tolerance policy in respect of all forms of fraud, bribery and corruption.

Suppliers shall comply with all local and applicable international laws, treaties and regulations that forbid bribery.

Suppliers shall not directly, or indirectly, offer, solicit, give or receive any bribes to, from or on behalf of any member of the Altrad Group.

The zero-tolerance to bribery extends to all forms of facilitation payments to government, customs and other public officials.

It is permissible for Suppliers to give gifts or entertainment to Altrad personnel where the value of the gift or entertainment is of modest value and declared and is not offered in order to obtain an undue advantage.

Suppliers shall have processes and procedures in place to proactively prevent fraud, bribery and corruption. If Suppliers do not have such processes and procedures in place, they shall adopt the Altrad Group's processes and procedures to achieve at least the same standards as the Altrad Group applies to itself.

Fair competition and business practices

Suppliers shall conduct business in a transparent, honest and ethical manner.

The Altrad Group will not accept Suppliers engaging in any anti-competitive practices, such as price-fixing, bid-rigging and abusing a dominant market position, and expects Suppliers to act in accordance with applicable competition or anti-trust law.

Protection of group assets

Suppliers shall not use the Altrad Group's assets for any illegal activity or personal advantage.

Suppliers shall respect the proprietary and intellectual property rights of the Altrad Group.

Suppliers in possession of personal data relating to individuals shall protect, store and use the data strictly in accordance with applicable data protection law.

Suppliers whom are aware of confidential (including price sensitive) information relating to any Altrad Group business should not seek to personally gain from such information nor disclose such information to any other third party.

Reporting concerns

We ask Suppliers to encourage individuals to be transparent and honest about any breach of the Code, Altrad Group policies, law and regulation or any other concerns they may have. Concerns should be raised with your Altrad Group contacts. If Suppliers feel unable to do this, they are encouraged to use the Altrad Group Whistleblowing Portal.

The Altrad Group will not tolerate any act or threat of retaliation against an employee or supplier using the whistleblowing process in good faith.

Further Information:

The Altrad Group Code of Conduct

https://www.altrad.com/files/altrad-group/documents/vision/ALTRAD_CoC-EN.pdf

The Altrad Group Whistleblowing Portal:

<https://altrad.gancompliance.com/caseReport>

A full list of local numbers can be found at the above link in order to report your concern by telephone.