



The Artelia Group has adopted a Corporate Social Responsibility (CSR) approach to underpin its commitment to sustainable development right throughout its value chain. We are committed to respecting and promoting environmental, social and governance-related (ESG) issues in our activities. The Artelia Group's CSR policy was drawn up in accordance with these criteria and guides our strategy on a daily basis.

In keeping with this vision, we encourage our suppliers to make a commitment and to act alongside us by adhering to this charter.

ETHICS

Artelia asks that all of its suppliers contribute to ensuring transparency in business practices by demonstrating vigilance and care and by strictly adhering to and applying all national and international regulations aimed at fighting corruption.

- The supplier agrees to comply with the principles of good business conduct, which are enshrined in the Artelia Group's Code of Ethics and Compliance and implemented in the framework of our integrity programme. This programme allows all types of practices that do not comply with ethics requirements to be prevented and detected, and if necessary, to be rectified.
- The supplier acknowledges having read the Artelia Group's Code of Ethics published on its website (www.arteliagroup.com) and agrees to fully adhere to its principles.

SOCIAL PRACTICES AND RESPECT FOR HUMAN RIGHTS

International labour standards aim to increase opportunities for men and women to secure decent and productive employment under conditions that ensure freedom, equity, security and dignity.

Artelia's suppliers undertake to adhere to the following basic principles:

- The effective abolition of child labour.
- The elimination of all forms of forced or compulsory labour.
- The prohibition of all forms of harassment and physical or psychological violence.
- Equal treatment, equal opportunities and the promotion of diversity: the prohibition of any form of discrimination with regard to recruitment, remuneration, access to training, promotion or trade union membership (ILO Fundamental Conventions 100 and 111).
- Respect for freedom of association and effective recognition of the right to collective bargaining: ensuring that workers have the right to freely form and join trade unions and to be represented by the organisations of their choice for the purposes of collective bargaining.
- Compliance with current legislation regarding managing working hours, remuneration, training, trade union rights, health and safety.
- Health and safety: the supplier agrees to implement a health and safety policy that aims to guarantee each employee a safe and healthy working environment and to maintain an environment in which personal dignity is respected.

ENVIRONMENTAL PRACTICES

Artelia's suppliers agree to implement an environmental policy suited to their sector, in order to control and reduce the environmental impacts of their activities, products and services.

They endeavour to protect the environment and to pay particular attention to the following:

- Reducing greenhouse gas emissions: the supplier agrees to quantify and reduce its carbon footprint where scopes 1, 2 and 3 are concerned.
- Waste management: the supplier must minimise their production of solid waste, wastewater and atmospheric emissions in order to limit air, water and soil pollution, and recycle them where appropriate.
- The sustainable use of resources, for example by purchasing raw materials made from recycled materials.
- Raising employee awareness of climate-related issues.