

The background is a blurred office scene with people working at desks. Overlaid on this are several large, semi-transparent geometric shapes in shades of purple, blue, and pink. The text is centered within one of these shapes.

CODE OF BUSINESS
CONDUCT
SUPPLIER RELATIONSHIPS



Through **this Code of Business Conduct**, we aim to clarify and share the guidelines that govern our relationships with our suppliers, providers, and subcontractors.

As a signatory of the United Nations Global Compact, ARMOR GROUP is committed to supporting human rights and promoting socially responsible conduct, including labor practices and fundamental labor rights. It is on these foundations, along with the principles of integrity and respect, that the Group strives to build strong and lasting partnerships with its partners.

Committed to a voluntary Corporate Social Responsibility (CSR) approach, ARMOR GROUP aims, through the rigorous selection of its suppliers and the quality of its relationships, to actively and positively contribute to economic, environmental, and social progress.

As part of the duty of vigilance, we expect our suppliers and their own suppliers and subcontractors, to fully comply with applicable laws and adhere to internationally recognized environmental, social and corporate governance standards.

Signatory of the Charter and holder of the Sustainable Procurement and Supplier Relations (RFAR) Label, ARMOR GROUP displays its commitment to respecting the following principles:

- Ensure a responsible financial relationship with suppliers
- Maintain a respectful relationship with all suppliers that fosters the development of collaborative relationships.

- Identify and manage situations of mutual dependencies with suppliers
- Engage the signatory organizations in their supply chain
- Assess all costs and impacts of the life cycle
- Integrate environmental and social responsibility issues
- Ensure the territorial responsibility of one's organization
- Guarantee the professionalism and ethics of the purchasing functions
- Maintain a Purchasing function responsible for overall management of the supplier relationship
- Appoint a «supplier relations» mediator responsible for facilitating internal and external company interactions

For more information: <https://www.economie.gouv.fr/mediateur-des-entreprises/pour-des-relations-fournisseurs-responsables>

These principles have been translated into concrete and operational terms for all internal stakeholders contributing to our purchasing process.

We encourage our suppliers to sign this Code of Conduct and to take the necessary measures to ensure its application throughout their entire value chain.



OUR BUYERS' AND RECOMMENDERS' COMMITMENTS.

/ Act with fairness and impartiality

The selection of suppliers must be carried out impartially based on predefined and explicit technical, quality, cost, service, social, and environmental criteria. Employees must avoid any conflict of interest that could compromise the objectivity and independence of their judgment.

/ Respect confidentiality

Employees ensure that no internal and confidential information is disclosed that could be harmful to ARMOR GROUP. Conversely, they must respect the confidentiality of information received from suppliers and prospects.

/ Remain honest and model in behavior

Employees receive suppliers with courtesy and politeness, including in the event of disputes. In any case, any gifts received must be shared with the entire relevant department and declared using the designated form. In case of doubt about customs and practices, the employee shall refer to the Anti-Corruption Code of Conduct and seek guidance from their management.

OUR SUPPLIERS' COMMITMENTS.

/ Environmental Responsibilities

- Identify and reduce the environmental impacts of activities as part of a continuous improvement approach, particularly regarding the consumption of energy, water, and non-renewable natural resources;
- Use certified equipment and have personnel trained in environmental protection when carrying out polluting activities;

- Measure, as far as possible, greenhouse gas emissions and commit to reducing them;
- Identify the physical risks of sites related to climate change and develop action plans accordingly;
- Prohibit the abandonment or dispersion of polluting waste in nature. Waste, air emissions, and effluents in water or soil must be properly treated.

/ Social Responsibilities

- Respect international standards related to human rights, notably the fundamental conventions of the International Labour Organization (ILO);
- Ensure not to be complicit in human rights violations;
- Prohibit forced labor in all its forms;
- Prohibit child labor under the age of 15. In countries where legislation sets a higher minimum age, the law of that country shall prevail;
- Prohibit all forms of discrimination (based on gender, disability, age, union membership, political opinion, nationality, religion, or social or ethnic origin) in recruitment and employee career management: remuneration, access to training, and internal promotion;
- Provide a safe and healthy work environment to prevent any risk of accidents or bodily harm and avoid any threats to the hygiene and safety of personnel;
- Allow employees to be part of an association and promote collective bargaining, in accordance with local legislation;
- Implement site safety measures and emergency procedures (emergency exits, response teams, staff training, alert systems, first aid equipment, evacuation drills).

/ Commercial Ethics

- Combat anti-competitive practices and illicit agreements, and ensure price compliance;
- Ensure proper contract compliance. In case of dispute, the Parties will make every effort to reach together, with the assistance of the ARMOR's in-house mediator (mediateur@armor-group.com), an amicable settlement within a ten (10) days period as from receipt of notification of one of the Parties;
- Prohibit gifts so as not to compromise the integrity of relationships with all technical and commercial contacts;
- Act against corruption in all its forms, including extortion and bribery;
- Take appropriate measures to safeguard and preserve the confidential and private information of partners and use such information only for authorized purposes.



If you share ARMOR GROUP's values and wish to commit to the same approach, please return this document, duly completed and signed*

For any questions regarding the implementation of the commitments stipulated in this Code of Conduct, an email address is provided:
service.ethics@armor-group.com.

All requests made within this framework will be reviewed and handled by the Ethics Officer (Group Legal Director) with the necessary confidentiality.

** by a person authorized to bind the company*

Company name:

Name of signatory:

Position:

Date, signature, and company stamp: