

# Sustainable Procurement Charter

Stuart.

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## Review/Change History

Date	Status	Details	Version
November 2022	Final	Version to implement	V.1
June 2025	Final	Update	V.2

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At Stuart, we recognize that our procurement decisions have far-reaching impacts on the environment, society, and the global economy. As a responsible company, Stuart works to respect and promote the principles of human rights, international labour standards, the environment and the fight against corruption, in its activities and in its sphere of influence.

We also commit to complying, in all circumstances, with international principles applicable to labour and human rights as defined by the International Bill of Human Rights, the OECD Guidelines, the fundamental Conventions of the International Labour Organization, the United Nations Guiding Principles and the Sustainable Development Goals.

Our Code of Conduct sets out the behaviours expected from our employees in this respect while they perform their professional duties.

We acknowledge our responsibility to respect and promote the aforementioned principles throughout our value chain. We expect our suppliers and providers to do the same and conduct their business in an ethical and responsible manner. This Charter outlines these principles for joint implementation by Stuart and its suppliers and providers, as part of a responsible and committed contractual relationship. It is intended to apply to any company that provides goods or services to Stuart.

We call on our suppliers and providers to work alongside us by:

- Complying with applicable laws and regulations.
- Adhering to all the principles laid down by the Charter.
- Ensuring compliance with principles set out in the Charter throughout their value chains.

## **1. Reciprocal principles**

We are committed to conducting our business in an ethical and responsible manner and expect our suppliers and providers to share this commitment. We call on our suppliers and providers to work alongside us by complying with all applicable laws and regulations and adhering to the following principles throughout their value chains.

### **1.1. Environment**

We expect our suppliers and providers to:

- Comply with all applicable environmental, health, and safety regulations.

- Identify, assess, and mitigate environmental risks related to their business activities.
- Implement actions to reduce their environmental impact, notably by producing in a resource-saving way, using environmentally friendly technologies, and reducing their greenhouse gas emissions, air pollutant emissions, and waste volumes.
- Provide a safe working environment and protect their employees, the immediate community, and the public from hazards that may emanate from their products and processes.
- Promote the safe and environmentally compatible development, manufacture, transport, and disposal of their products.
- Ensure product quality and safety through the implementation of appropriate management systems for documentation and improvement.

### 1.2. Social Responsibility

We expect our suppliers and providers to:

- Support and respect the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses.
- Prohibit all forms of modern slavery, forced labour, human trafficking, and child labour.
- Respect labour legislation, including regulations on working hours and minimum wages. In accordance with local conditions, they must guarantee their employees a fair and living wage.
- Treat their employees fairly and with respect, fostering a workplace that respects human dignity and is free from discrimination, harassment, or abuse of any kind.
- Uphold the freedom of association for their workforce and the effective right to collective bargaining that apply to them.
- Not supply products containing conflict minerals that directly or indirectly finance or support armed groups, and conduct due diligence on their mineral supply chains in accordance with the OECD Due Diligence Guidance.

### 1.3. Governance and Business Ethics

We expect our suppliers and providers to:

- Prohibit all forms of bribery, corruption, influence peddling, and money laundering. They shall not offer or solicit gifts or benefits to influence business decisions or encourage recipients, including public officials, to violate their obligations.
- Respect the rules of fair competition and prohibit any illegal or unfair commercial practices.
- Comply with all applicable national and international laws and regulations, including those related to trade, export control, and applicable sanctions.
- Respect privacy and confidentiality, ensuring the protection of personal data and intellectual property from misuse.
- Inform Stuart of, and proactively manage, any potential conflict of interest that could influence or appear to influence the impartial exercise of their activities.
- Warrant that neither the company itself, nor its management or owners, are on any sanctions or embargo lists that would legally prohibit doing business.
- Disclose prior to entering a business relationship if their group of companies includes a government-owned or government-controlled entity.
- Implement an appropriate compliance management system that supports adherence to applicable laws, rules, and ethical standards.

## 2. Implementation of the Charter

### 2.1. Continuous improvement approach

We aim to move forward together through constant dialogue and mutual trust. To develop quality commercial relationships, Stuart and its providers and suppliers organise regular interactions pursuant to their contractual obligations, which allow for the implementation, to the extent necessary, of joint improvement plans to prevent and/or remedy any difficulties.

Suppliers and providers agree to be subject to external audits, to confirm that these principles are being applied and, to the extent necessary, to undertake corrective measures.

In the event that the principles of the Charter are not respected, Stuart reserves the right to terminate the relationship with the concerned suppliers and providers in accordance with contractual provisions governing their relationship.

## 2.2. Whistleblowing system

Stuart suppliers and providers have access to a whistleblowing system enabling them to report any breach regarding human rights and fundamental freedoms, the health and safety of people, the environment and the other aforementioned principles, which are witnessed during the performance of their contract, as well as any act of corruption.

The terms of access to the whistleblowing system of Stuart are mentioned on its website : <https://stuart.com/external-whistleblowing-system/>

Suppliers and providers inform their staff of the existence of the whistleblowing system in connection with their relationship with Stuart and allow their staff to access such a whistleblowing system.

## Annex

# The 8 fundamental conventions of the International Labour Organisation



Convention [No. 29](#) of 1930 on  
Forced Labour

Convention [No. 105](#) of 1957 on  
the Abolition of Forced Labour

Convention [No. 87](#) of 1948 on  
the Freedom of Association  
and the Protection of the  
Right to Organise

Convention [No. 111](#) of 1958 on  
Discrimination (Employment  
and Occupation)

Convention [No. 98](#) of 1949  
on the right to Organise and  
Collective Bargaining

Convention [No. 138](#) of 1973  
on the Minimum Age

Convention [No. 100](#) of 1951  
on Equal Remuneration

Convention [No. 182](#) of 1999 on  
the Worst Forms of Child  
Labour

## Annex

# Les 10 principes of the United Nations Global Compact



### Human rights

- Businesses should support and respect the protection of internationally proclaimed human rights; and
- Make sure that they are not complicit in human rights abuses.

### Labour rights

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced and compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination in respect of employment and occupation.

### Environment

- Businesses should support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility; and
- Encourage the development and diffusion of environmentally friendly technologies.

### Anti-corruption

- Businesses should work against corruption in all its forms, including extortion and bribery.