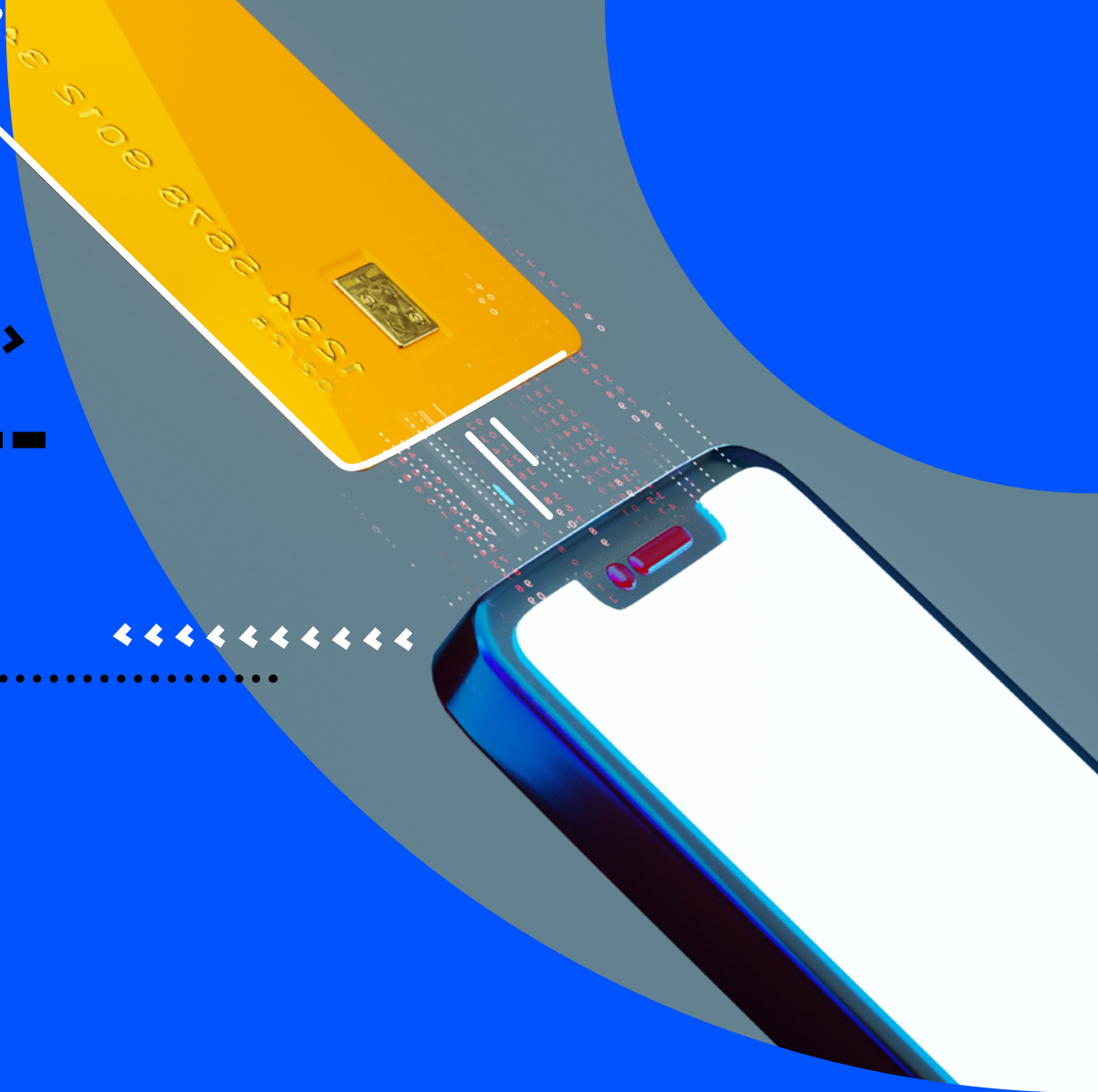




Responsible Purchasing Policy



About Hardis Group

A consulting and IT services company, Salesforce pure player and software publisher, the Hardis Group's ambition (Hardis Group, Cloudity and their subsidiaries) is to accelerate the sustainable transformation of its customers' commerce, supply chain and information systems using Cloud technologies, both in Europe and internationally.

In the light of its commitment to help meet the challenges of our time, the Hardis Group has set itself a roadmap for its commitment to society based on 3 pillars:

- Investing in **education**
- Developing **diversity**
- **Reducing its environmental impact** by reducing its carbon footprint and developing Responsible Digital Business.

This Responsible Purchasing Charter of Hardis Group sets out the principles designed to ensure ethical and sustainable commercial relations with our suppliers of goods, services, and subcontractors, in line with the Hardis Group's commitment to Corporate Social Responsibility (CSR) commitments.

Socially, economically, and environmentally responsible procurement stimulates the transition to a greener economy and contributes to the use of products and services that respect human rights, while taking a long-term cost approach to the entire purchasing cycle.

Compliance with these principles helps to optimize purchasing management for the Hardis Group, while minimizing social and environmental impacts and promoting best practices in terms of ethics and human rights.

The aim of this charter is to communicate the company's commitments to our employees and suppliers, and to ensure their involvement.

As part of this approach, all the people involved are expected to comply strictly with the laws and regulations in force, as well to participate in the proper application of CSR commitments and, if necessary, to take any appropriate corrective measures as part of a continuous improvement process.



The Purchasing Department, a key player

At the heart of the Hardis Group's CSR ecosystem, the Purchasing Department wishes to participate in the development and implementation of measures in favor of social responsibility. We are convinced that it is by contributing to actions within this ecosystem that impacts will be strengthened.

Purchasing and supply management are key components of corporate social responsibility and represent a real driver for the implementation of CSR policies within the organization.



01

Purchases that comply with regulation

The Hardis Group's entire supply chain must comply with applicable environmental, social and societal laws and regulations:

- The 1948 Universal Declaration of Human Rights.
- The 1959 Declaration on the Rights of the Child.
- The 1967 Declaration on the Elimination of All Forms of Discrimination against Women.
- The Fundamental Conventions of the International Labour Organization (ILO), those concerning freedom of association, the right to organize and collective bargaining, equal pay for men and women, and the prohibition of discrimination in employment.
- The Athens Ethical Principles adopted on January 23, 2006.
- The 10 principles of the United Nations Global Compact 2000

As such, the Hardis Group undertakes to respect all these principles and to ensure that its suppliers comply with the fundamental commitments contained in these regulations.

As a result, we ask our suppliers to recognize the importance of these challenges, which concern human rights, working conditions, environmental protection and ethics, and which consequently form the essential basis for establishing and continuing business relations with Hardis Group.

We expect our suppliers to guarantee that their suppliers and subcontractors (the «Second Tier Suppliers»), wherever they operate in the world, are subject to commitments at least equivalent to those made by themselves.

By working with suppliers who comply with international regulations and standards, we can be sure of working in a responsible environment.



02



Purchases that respects CSR commitments

Responsible procurement is an integral part of Hardis Group's CSR policy, with a view to implementing measures that help to achieve objectives:

2.1. Reducing environmental impact

- Contribute to commitments to reduce carbon emissions by analysing our emissions and, where possible, sourcing suppliers or products that have less impact on our environment.
- Use digital technology as a tool to accelerate the ecological transition.
- Apply responsible waste management, exploring ways of reprocessing, recycling or reusing waste in collaboration with dedicated organizations.
- Manage the end-of-life of electrical and electronic products.

2.2. Social and societal criteria

- Strengthening the social impact of purchases through the social and solidarity economy.
- Promote diversity in the workplace, by integrating suppliers committed to the development of diversity.
- Ensure the elimination of all forms of forced or concealed labor.

2.3. Collaboration with supplier

- Comply with Law 2016-1691 of December 9, 2016, on transparency and the fight against corruption by ensuring compliance with ethical principles and the code of conduct deployed within the company.
- Respect payment deadlines, in accordance with article L441-10 of the French Commercial Code, to ensure more equitable collaboration.
- Ensure that we have no economically dependent suppliers, so that we remain free to make our own choices while respecting our contractual commitments.
- Working with our suppliers to adopt more responsible actions as part of a continuous improvement process.



We are convinced that compliance with all these principles, and the commitment of our suppliers and ecosystem players, will make our entire supply chain more responsible and contribute to the environmental, social and societal challenges we face.

As a result, we ask our suppliers to recognize the importance of these issues and to implement measures to help reduce their environmental impact, as well as to promote diversity and integration, particularly through training within their organizations.

To this end, we may request information from our suppliers to identify measures and their impact.

Aurélie MOLLARD

Legal, Purchasing and Safety Director

