



ETHICAL PURCHASING CHARTER

For a Responsible and Sustainable Relationship with Our Partners



This document outlines **the core values and corporate social responsibility (CSR)** strategy of Macopharma Group, a European leader in medical devices for blood transfusion.

Guided by **values of agility, anticipation, and solidarity**, the Group places sustainability at the heart of its purchasing practices, committing to responsible procurement as a strategic lever to reduce its environmental footprint and enhance the positive impact of its activities.

By integrating CSR into all stages of the purchasing process and relationships with partners, Macopharma ensures the creation of ethical, sustainable, and resilient supply chains, **actively contributing to a future that respects the planet and its people.**

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1. Purpose of the Charter and Regulatory Framework

The Charter aims to guide purchasing practices, promote exemplary behavior, and inspire our partners to adopt responsible practices. By adopting this Charter, our partners commit to:

- **Promoting CSR governance**
- **Valuing People**
- **Preserving the Planet**

These values build upon foundational texts such as the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the European Convention on Human Rights, and the UN Global Compact, which our partners must adhere to:

Principle 1 :

Promote and respect international human rights laws.

Principle 2 :

Ensure they are not complicit in human rights violations.

Principle 3 :

Respect freedom of association and recognize the right to collective bargaining.

Principle 4 :

Contribute to the elimination of all forms of forced or compulsory labor.

Principle 5 :

Work towards the effective abolition of child labor.

Principle 6 :

Promote the elimination of discrimination in employment and occupation.

Principle 7 :

Apply a precautionary approach to environmental challenges.

Principle 8 :

Take initiatives to promote greater environmental responsibility.

Principle 9 :

Encourage the development and diffusion of environmentally friendly technologies

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Principle 10 :

Act against all forms of corruption, including extortion and bribery.

2. Commitments

The partner commits to respecting fundamental rights, such as:

2.1 Respect for Workers' Rights

- Ensure the **freedom of employment**: No forced, prison, or exploitative labor is tolerated. Employees must be free to leave their jobs with reasonable notice.
- Prohibit **child labor**: No form of child labor is accepted, in line with international standards.
- Treat employees **fairly and respectfully**, without discrimination based on gender, origin, religion, age, or other personal factors.
- Comply with legal working hours and provide **fair and equitable compensation**
- Respect employees' rights to **form unions and engage in collective bargaining**.

2.2 Health and Safety at Work

- Provide a **safe working environment** and maintain equipment in good condition.
- Implement appropriate **safety measures** to mitigate risks.
- Provide employees with adequate **training on work-related risks**.

2.3. Environmental Protection

- Minimize their environmental impact by reducing emissions, conserving resources, and promoting recycling and the circular economy.
- Comply with **environmental regulations** and obtain necessary permits.
- Responsibly manage waste, emissions, and effluents to reduce environmental impacts.
- Adhere to international standards (e.g., REACH and RoHS) for the **safe use of chemicals**.

2.4. Business Ethics

- Uphold integrity and prohibit corruption, engaging in fair competition and complying with antitrust laws.
- Protect **confidentiality and data security**, including intellectual property and personal data.
- Avoid conflicts of interest that may interfere with their obligations to Macopharma.
- Ensure **transparency** in selection processes.

2.5 Continuous Improvement

Partners are expected to continually improve their practices by identifying and addressing compliance issues.

2.6 Customs Authorities

- Our partner commits to complying with all customs and transportation regulations, as well as any inspections and declarations required by the competent authorities.

2.7 Information Security

- Our partner must comply with its obligations under applicable data protection laws, associated regulatory requirements, and policies related to privacy or information security when data is collected, stored, processed, used, or transferred.
- In case of doubt, the partner should contact their own Data Protection Officer (DPO) or Macopharma's DPO at dpo@macopharma.com, or for cybersecurity matters, at rsi@macopharma.com.

2.8 Business Continuity Plan

The partner should aim to:

- Develop and maintain a business continuity plan
- Actively collaborate with Macopharma to strengthen the resilience of the supply chain and anticipate potential risks
- Diversify supply sources to avoid any excessive dependence on a single partner.

3. Monitoring and Enforcement

3.1 Audits

- Understanding, formal acceptance, and compliance with this Charter are part of the criteria for evaluating and referencing Macopharma suppliers and are considered contractual obligations.
- Regular audits may be conducted to assess compliance with this Charter.
- Audit requirements will be tailored to partner risk levels, ensuring a proportionate approach.

3.2 Reporting Mechanism

- If suppliers become aware of or suspect behaviors contrary to this Charter, they must report them to Macopharma via the **Macopharma Reporting platform** at Signalement.net.