



SUPPLIER ETHICS CHARTER

T2i is committed to a social responsibility approach, guided by ISO 26 000. Our Purchasing department wants its suppliers and service providers to be part of this process by signing this charter.

SIGNING THIS CHARTER IS:

- Adhere to the requirements of our Company's Code of Ethics
- Be able to transmit to T2i all certificates of professional capacity and guarantee of compliance with the law in force
- Establish a sustainable partnership of trust with T2i

THE SIGNATORY ACKNOWLEDGES:

1. Practice exercise of activities

- Respect the eco-friendly gestures and good practices Sustainable development of the establishments in which the supplier or service provider works
- Adhere to professional ethics
- Do not engage in corruption, fraud, conflict of interest, money laundering, facilitation payments and unfair competition
- Ensure data protection
- Undertake to inform its own suppliers and service providers of the content of this

2. General operation of the enterprise

- Do not employ any minor child under the age of 15 and in case of a lethal requirement in force providing for a higher age, do not employ any child below the age defined by the standard (in France: 16 years)
- Limit cumulative work and transportation time to a maximum of 10 hours per days for minors
- Do not impose any forced labor (wages not paid to the employee, illegal work, workers in an irregular situation according to the legislation in force, etc.)
- Not discriminate on sexual, ethnic, religious, disability, union or political grounds
- Comply with current legal and professional standards on minimum wage, employment contracts, pay slips and statutory leave

- Ensure freedom of association, union, and its exercise in accordance with the relevant legal provisions in force within the company
- Prevent, denounce and punish all forms of physical and moral harassment and ensure equal pay
- Respect the minimum 24-hour rest period every 7 days to respect the Internal Labour Organization (Convention Co14)
- Comply with health and safety conditions as defined in applicable workplace documentation especially concerning the work of minors
- Perform workplace monitoring and analyze causes of accidents
- Comply with tax and social reporting obligations and regulations
- Ensure the professional training, maintenance and development of the company's employees

3. Consider Environmental Standards

- Comply with environmental regulations within the sector of activity
- Develop good water energy saving and waste sorting practices within each of the company's structures
- Encourage new investments to save energy, reduce air emissions and reduce noise in the working environment.
- Contribute to local economic development

4. Vis-à-vis this document

- When changing suppliers, subcontractors or contractors, check their knowledge of the requirements of this charter
- Authorize T2i to carry out checks on compliance with the requirements of this charter
- In the event of non-compliance with this Charter, commit to implementing corrective actions and proof of their effectiveness
- The supplier or service provider acknowledges having read this charter and undertakes to comply with the various clauses.

Place:

The:

Signature

Stamp of the Company