

## CODE OF CONDUCT RSE

This Code of Conduct RSE for our service providers and suppliers aims to formalize our requirements. We expect them to apply the following principles:

### **ENVIRONMENTAL POLICY**

We require our suppliers/service providers to respect with all applicable environmental laws and regulations, and to carry out their activities preserves the resources and limits the impact of their activities on the environment.

Suppliers must identify the risks and environmental impact of the life cycle of their products, during the production, distribution and transport processes.

- **Resource saving**

Suppliers must reduce their consumption of energy, water and natural resources by taking appropriate conservation and substitution.

- **Management of wastewater and atmospheric emissions**

Suppliers must take a systematic approach to identify, control and reduce the volume of wastewater and air emissions generated by their operations

- **Waste disposal**

Suppliers must be a systematic approach to identify, manage, reduce, responsibly dispose of or recycle hazardous materials and other waste.

- **Pollution prevention**

Suppliers must limit their consumption of hazardous substances by taking reduction/substitution and prevention measures of pollution

- **Safe handling of materials**

Suppliers must have in place a systems to ensure the safe handling, use, storage, transportation and disposal of all materials.

- **Permit**

Suppliers/service providers must obtain, renew and comply with all required environmental permits

- **Health and safety risks for local communities**

Suppliers/service providers must systematically and regularly assess the impact of their activities, including the transport of goods, on local populations.

- **Labor practices and human rights**

BIONEXX believes that all employees deserve to work in a fair and honest environment, and to be treated with respect and dignity. Suppliers/service providers must respect the strictest human rights standards.

• **Fight against discrimination, harassment and abuse**

Suppliers/service providers will not discriminate any member of staff because of race, color, religion, sex, age, nationality, social origin, sexual orientation, gender identity, marital status, disability, political affiliation or union affiliation, in their hiring practices or other professional practices such as salary, promotions, bonuses, access to training, dismissal or retirement. Suppliers/service providers must ensure that no form of harassment, corporal punishment, coercion or abuse is practiced in the workplace. Threats or other forms of intimidation are strictly prohibited.

• **Fight against forced labor and human trafficking**

Suppliers/providers must ensure that any work is carried out on a voluntary basis. Employment contracts must be easily understandable to employees, who will be free to leave their jobs by giving reasonable notice.

Suppliers/service providers must not participate in human trafficking or use any form of slavery, forced, coerced or prison labor. Employees should never have to give up their identification documents as a condition of employment.

• **Fight against child/minor labor**

Suppliers will only employ individuals who are at least 15 years of age or the applicable minimum legal age, whichever is greater. For employees under the age of 18: suppliers must identify the presence of such employees, monitor their health, conditions and working hours; they must not employ them in such a way as to exploit them financially, entrust them with dangerous work, likely to compromise their education or harm their health, their physical, mental, spiritual, moral or social development

• **Working conditions**

Suppliers must comply with all applicable laws, regulations and/or collective agreements regarding working conditions, working hours, days of rest, wages and compensation

• **Freedom of association and collective bargaining**

In accordance with what the legislation provides, employees of suppliers will be able to associate freely, join organizations of their choice and be represented to negotiate collectively. Suppliers will allow employees to express concerns about working conditions or potentially illegal practices without being subject to threats, retaliation or harassment

Place and date:

Fianarantsoa, 7 March 2024

General manager

