

# SUPPLIER ETHICS CHARTER



At MGI Group, we conduct our business with integrity.

We embrace the highest standards of Ethics and Corporate Social Responsibility on a daily basis, which we consider to be one of the major elements of Excellence.

These standards are designed to foster sustainable growth and a better future for our customers, employees and suppliers.

We are committed to working with suppliers and subcontractors who share our ethical values and way of working.

To ensure that our suppliers meet the highest standards of responsibility and integrity, we have developed this Supplier Code of Ethics.

We ask our suppliers to commit to our Supplier Code of Ethics and to apply these values and principles within their own supply chain.

## • 01. HUMAN RIGHTS .....

The Supplier undertakes to respect

- The Universal and Inalienable Human Rights, the Fundamental Labour Rights, defined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, both for his internal management and for his supply chain. The Supplier shall not tolerate child labor, forced labor, modern slavery or human trafficking in any form.
- The Supplier shall comply with the labor laws applicable in all countries in which he operates, as well as the standards of the ILO Conventions. In this context, he shall ensure that all agreements concerning working hours are respected and that employees receive compensation and benefits commensurate with their work.

The Supplier shall ensure a working environment free from physical, psychological or verbal harassment or any other abusive conduct..

## • 02. HEALTH & SAFETY .....

The Supplier provides a safe and healthy working environment for his employees.

He applies the highest standards of physical, mental and social well-being through appropriate prevention measures, training and communication, promoting improvements through health and safety committees.

The Supplier complies with applicable health and safety laws. It develops a policy for health, safety and risk prevention in the workplace.

### • 03. SOCIAL DIALOGUE .....

The Supplier undertakes to promote :

- A permanent, open and transparent social dialogue with his employees and their representatives, in particular through an appropriate collective bargaining structure.
- A culture of dialogue whose objective is to allow its employees to express themselves freely and to report any situation or behavior that violates the law, human rights or the ethical principles specified in this Charter.

### • 04. RIGHT TO REPORT .....

The Supplier shall allow his employees to report unlawful or unethical situations without coercion or fear of retaliation, in accordance with applicable whistleblower protection laws and regulations.

To this end, the Supplier shall take all possible steps to prevent, identify, correct and sanction any retaliatory action.

### • 05. PRIVACY & PERSONAL DATA .....

The Supplier undertakes to respect and protect the privacy of his employees, customers, suppliers and any third parties.

In doing so, the Supplier complies with applicable laws, regulations, guidelines and rules, relating to the way personal data is collected, processed and used, including where applicable the European General Data Protection Regulation 2016/679 (GDPR).

When processing personal data belonging to MGI Group employees, the Supplier takes all precautions as well as all necessary technical and organizational measures, in order to preserve their confidentiality and security, and in particular to prevent them from being altered, damaged, communicated to third parties without authorization, or unduly transferred outside the European Union.

The MGI Group's IT Director is the privileged point of contact for any question in this field.

### • 06. INFORMATION AND PRODUCTS .....

The development of the MGI Group is based on the imperious necessity of a total protection of our information, our skills, our goods and our know-how.

In this context, the Supplier takes all the necessary measures in terms of safety and security of the information systems, and material or immaterial assets, in order to protect them against theft, damage, misuse or undue destruction.

The Supplier shall therefore take particular care to implement an appropriate level of security for the management and hosting of information and information systems.

The supplier must imperatively protect himself against cyber-attacks and collaborate with the MGI Group in the prevention of such threats.

The supplier undertakes to ensure that confidential and proprietary information is not used for purposes other than those for which it was provided, and that it is managed in accordance with its disclosure provisions.

• **07. PROPRIETARY RIGHTS** .....

The Supplier undertakes to enforce physical and intellectual property rights.

He shall not infringe upon the intellectual property rights of others, such as patents, trade secrets, trademarks, copyrights and other proprietary information.

• **08. ACCURACY OF MANAGEMENT INFORMATION** .....

The Supplier shall provide accurate financial records, which he agrees not to alter to conceal or misrepresent the underlying transaction.

All records, regardless of format, made or received in the course of a business transaction, shall fully and accurately represent the transaction or event being documented. Records shall be retained in accordance with applicable requirements and regulations..

• **09. INITIAL TORT** .....

The Supplier and his staff undertake never to use information not disclosed to the public, obtained in the course of their business relations with the MGI Group, with the objective of trading or allowing third parties to trade in MGI Digital Technology securities.

• **10. QUALITY & SECURITY OF PRODUCTS AND SERVICES** .....

The Supplier respects all the regulations, rules and procedures relating to quality control, in order to deliver products and services that meet the requirements of customers in terms of safety, quality, costs and innovation deadlines.

He conducts a policy of continuous improvement, which he is able to present and document.

The Supplier implements methods and processes adapted to the products and services, in order to avoid using counterfeit parts and materials in finished products.

He develops effective procedures to identify counterfeit parts and materials, and informs the MGI Group as soon as he becomes aware of counterfeit products, which he immediately excludes from the final product.

• **11. CORRUPTION** .....

The Supplier shall comply strictly with applicable anti-corruption laws and regulations, and is committed to the values of integrity and honesty. Any form of corruption, influence peddling, bribery, extortion or embezzlement is strictly prohibited.

• **12. BUSINESS GIFTS** .....

The Supplier is strictly prohibited from considering, offering, promising, giving or receiving any gift (including non-monetary gifts, invitations, services, employment or other benefits) that could influence a business relationship, or be construed as an attempt to do so..

• **13. CONFLICT OF INTEREST** .....

The Supplier avoids any conflict of interest and any situation having the appearance of a potential conflict of interest, including in his relations with the MGI Group. In the case of a real or potential conflict of interest, the supplier will immediately inform all the parties involved.

• **14. CONCURRENCE** .....

The supplier respects the laws in force governing competition, in particular the anti-trust laws. The Supplier shall not collude with his competitors to fix prices or rig bids under any circumstances.

• **15. SUSTAINABLE GROWTH** .....

The Supplier is committed to incorporating the principles of Ethics and Social Responsibility into his strategy, with a view to fostering sustainable growth and being considered a trusted partner by all his stakeholders.

The Supplier develops processes and policies that integrate these principles into his business practices and relationships, which he is able to document or present at any time.

• **16. ECO-RESPONSABILITY** .....

In addition to complying with environmental laws and regulations, the Supplier manages environmental risks and limits the impact of his activities, products and services on the environment, in particular by preventing pollution and optimizing the use of resources.

In order to continuously improve environmental protection, the Supplier shall take into account international standards and the relevant associated methodologies. The Supplier is committed to an eco-efficiency approach, which aims to maximize the benefits of products and services to customers and other stakeholders, while minimizing the environmental footprint of these products throughout their life cycle.

## • 17. RESPONSIBILITY & COMMITMENT .....

The Supplier is committed to conducting his business in a responsible manner wherever he operates, in compliance with applicable laws and regulations, rules and procedures, contractual agreements and internationally recognized standards.

The Supplier acknowledges his responsibility to respect the principles set forth in the Supplier Code of Ethics and to comply with all of its provisions.

The Supplier commits to a responsible sourcing approach. The MGI Group expects the Supplier to disseminate the principles contained in this Charter throughout his supply chain and to actively promote them.

To this end, the MGI Group encourages the Supplier to draft and implement his own charters and policies.

## • 18. RESPECT OF THE CHARTER .....

Compliance with the principles set out in this Charter is a determining condition for the MGI Group to enter into a contract with the Supplier.

In the event that the provisions contained in this Charter are not respected, the commercial relationship could be reconsidered and corrective actions implemented, in accordance with the terms of the corresponding purchase contracts.

If the supplier suspects or discovers a violation of regulations, laws or the Supplier Ethics Charter, he should immediately inform his contact person within the MGI Group.



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