

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

INTRODUCTION

As a key player in the energy transition, Irisolaris Groupe plays a crucial role in driving transformation towards a sustainable future. This strategic positioning gives the group a particular responsibility towards society, given the magnitude of the challenges linked to its activities.

This Irisolaris Groupe Responsible Purchasing Charter sets out the guidelines aimed at establishing fair and sustainable business relationships with its partners, suppliers, and subcontractors. It aligns with applicable laws and the group's commitments to corporate social responsibility.

This charter reflects the group's commitment to anticipating and mitigating risks associated with its activities, preventing serious violations in ethics, environmental protection, and human rights, and maximizing positive impacts throughout its value chain.

Through this approach, Irisolaris Groupe reaffirms its ambition to promote responsible purchasing practices, ensuring sustainability and ethics at every stage of its operations.

Purchases account for approximately 75% of the Group's revenue, making suppliers a fundamental part of its business. This justifies a strong focus on supplier relationships and their environmental, social, and governance (ESG) practices.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

SOCIAL STAKES AND HUMAN RIGHTS

1. Our commitments

Irisolaris Groupe is committed to upholding human rights at every stage of its value chain by prohibiting forced labor and child labor while actively combating all forms of discrimination and harassment.

The group also promotes diversity and inclusion by fostering equal opportunities, fair access to career prospects, and a work environment where every individual is valued, regardless of their origin, gender, or beliefs.

Furthermore, Irisolaris is dedicated to implementing measures to protect the health and safety of its employees. It ensures compliance with regulatory frameworks regarding Safety and Environmental directives for its partners, suppliers, and subcontractors by enforcing the applicable legal standards.

2. What IRISOLARIS Groupe expects from its suppliers

The supplier commits to adhering to the principles of the United Nations Global Compact.

The supplier commits to not to tolerate any recourse during its activities to:

Any form of practices classified as modern slavery, forced, compulsory, or clandestine labor as defined by ILO Conventions No. 29 and No. 105, including but not limited to forced or involuntary labor, human trafficking, retention of identity documents, threats, or debt bondage. Vulnerable categories, such as migrant workers, receive special attention due to the increased risk. Suppliers must report any suspicion or confirmation of forced labor to the relevant authorities and Irisolaris Groupe.

Any form of physical, moral, or sexual harassment, or any discrimination based on origin, gender, sexual orientation, age, family status, pregnancy, physical appearance, health status, nationality, trade union, ethnic, or religious affiliation, as defined by ILO Conventions No. 100, No. 111, and No. 156. A complaint mechanism must allow employees to report issues without fear of retaliation, and procedures must be implemented to ensure the victim's safety.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

SOCIAL STAKES AND HUMAN RIGHTS

The supplier commits to guarantee decent working conditions, as well as health and safety standards in compliance with ILO Conventions No. 102 and No. 155. In this regard, the supplier commits to:

Ensuring clear working hours, fair remuneration corresponding to hours worked, equal pay, as well as break times and leave.

Providing employees with a decent wage that allows them to maintain a decent standard of living and meet essential needs, taking into account the general wage level, cost of living, and social security benefits, paid regularly and within a reasonable timeframe (ILO Conventions No. 95 and No. 131).

Not making any deductions or withholdings from wages other than those provided by law and in compliance with local legislation.

Guaranteeing employees' freedom of association and collective bargaining:

In cases where local restrictions or prohibitions exist, the supplier commits not to oppose any form of free and independent representation and negotiation (ILO Conventions No. 87, 98, and 154). No employee, without distinction, should face retaliation, intimidation, threats, or discriminatory practices for peacefully exercising these rights. Suppliers must adopt a cooperative attitude toward trade union activities.

Promoting and facilitating access to training and skill development for employees:

In this regard, the supplier commits to ensuring that migrant workers are not subject to less favorable treatment and to respecting the principles of ILO Convention No. 97.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

ETHICS AND COMPLIANCE

1. Our commitments

In alignment with the principles of the group's "Ethical Charter," IRISOLARIS Groupe is committed to combating corruption in all its forms and preventing conflicts of interest in its activities and relationships with its suppliers, as well as with relevant authorities. The Group complies with French regulations and OECD guidelines on anti-corruption, influence peddling, and any similar legal provisions.

2. What IRISOLARIS Groupe expects from its suppliers

The supplier commits to combating corruption :

Adhering to the ethical principles of IRISOLARIS Groupe as outlined in its Ethical Charter and contributing to the fight against corruption and conflicts of interest in its activities and relationships with its own suppliers.

Complying with French and international regulations, as well as OECD guidelines on anti-corruption, influence peddling, or any similar legal provisions to :

To prevent such practices, the supplier must implement effective measures targeting its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers, and their respective representatives involved directly or indirectly in the business relationship.

Suppliers and subcontractors must not, in any way, engage in acts of corruption, extortion, embezzlement, or bribery. Specifically, they must not, directly or indirectly, offer, promise, grant, or solicit illicit payments or any other undue advantages to obtain or retain a contract or any other improper benefit.

More broadly, the supplier must comply with all national and international regulations related to economic offenses, including those concerning terrorism financing, money laundering, embargoes, and the trafficking of arms and narcotics.

Commitment to fair competition

The supplier commits to promoting free competition by prohibiting any collusion or agreements aimed at limiting competition through price-fixing or market-sharing arrangements.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

ENVIRONMENTAL STAKES

1. Our commitments

IRISOLARIS Groupe is committed to minimizing its environmental footprint and associated risks throughout the entire lifecycle of its activities, while ensuring compliance with applicable laws and regulations in all the countries where it operates.

The Group advocates for ethical and transparent procurement practices and strives to prioritize local partners whenever possible, as well as those demonstrating the highest CSR performance standards.

2. What IRISOLARIS Groupe expects from its suppliers

The supplier commits to ensuring that its activities do not harm the environment and must comply with the laws and regulations in force in all the countries where it operates:

Mitigating environmental impacts: Complying with environmental protection regulations and making every effort to prevent, reduce, and remedy any negative impacts related to its activities.

Aiming for environmental performance: Proposing and adopting increasingly efficient environmental solutions whenever possible.

Reducing resource consumption: Striving for best practices in its industry to optimize water and energy consumption, preserve biodiversity, and manage waste and emissions.

Lowering emissions: Working to reduce and/or treat air emissions, land and water effluents, and all forms of pollution resulting from its activities.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

LOCAL COMMUNITIES

1. Our commitments

IRISOLARIS Groupe is committed to preventing any harm to local communities and contributing to local employment and economic development.

2. What IRISOLARIS Groupe expects from its suppliers

Suppliers commit to not harming local communities through the exploitation of natural resources, soil, water, or air pollution, or violations of land rights or civil and political rights. When their activities are linked to local communities, suppliers must ensure they obtain prior and informed consent.

RESPONSIBLE PURCHASING CHARTER IRISOLARIS GROUPE

COMPLIANCE WITH THE CHARTER BY ALL STAKEHOLDERS

A Shared Approach

IRISOLARIS Groupe and its suppliers/service providers are engaged in a shared approach. Indeed, the importance of societal and environmental issues requires the implementation of actions within organizations to ensure continuous improvement.

IRISOLARIS Groupe expects its suppliers/subcontractors to take all necessary measures to ensure that their own suppliers and subcontractors comply with the terms of this charter

Non-compliance with commitments

IRISOLARIS Groupe reserves the right to conduct audits to verify the proper adherence to the commitments made by the supplier/subcontractor as outlined in this charter. Depending on the severity and nature of the identified breach, an action plan may be developed in consultation between the supplier and the IRISOLARIS Group to determine the conditions under which the contractual relationship may continue.

IRISOLARIS Groupe may request supporting documents, either gradually or on a case-by-case basis, to prove the compliance of its service providers, suppliers, and subcontractors with the commitments in this charter.

Any failure to comply with the principles outlined in this charter will be considered a serious breach of the contractual obligations between IRISOLARIS Groupe and its partners, and the group reserves the right to disengage from the concerned supplier/service provider.

Charles Nucci
Président du Groupe IRISOLARIS

Date : December 1 2025

Signature :

The supplier :

Date :

Signature :