



RESPONSIBLE PURCHASING CHARTER

Preamble

SERVI DORYL is a company of the ALPMA group, specializing in the manufacture and sale of cheese moulds and other products for cheese factories around the world.

SERVI DORYL promotes strong values of social responsibility, service, proximity to its customers and suppliers, social dialogue, safety and development of its employees. It is constantly seeking to improve its products and services, to develop innovative solutions, ever more adapted to the needs of its customers. It is committed to protecting the environment, and conducts its activities in an eco-responsible and sustainable manner.

With reference to these values, SERVI DORYL has decided to implement a responsible purchasing charter, applicable to all company employees involved in purchasing, as well as to its suppliers and service providers.

SERVI DORYL expects its employees to act professionally in accordance with these principles of sustainable purchasing in all circumstances. SERVI DORYL also expects its subcontractors, service providers and suppliers to comply with the requirements of this charter.

1°. Respect for fundamental principles

SERVI DORYL is a signatory of the United Nations Global Compact. It is committed to respecting the 10 principles of the Global Compact and to promoting them to its partners.

These principles are grouped according to 4 main themes:



Human rights

Environment



International labor standards

Fight against corruption

They are accessible in detail on the following internet link: <http://www.globalcompact-france.org/p-28-les-10-principes>, and in summary in appendix 1 of this charter.

2°. SERVI DORYL's commitments to its suppliers

SERVI DORYL is implementing a responsible purchasing policy intended to reduce its impact on the environment, strengthen its social and regional role, increase the overall value of its products and sustain relationships with its suppliers.

- SERVI DORYL works with its suppliers with honesty, fairness and respect. All purchases are made in accordance with its business ethics charter, signed by employees in charge of purchasing and who work with service providers and suppliers. Calls for tenders are conducted with complete sincerity, and with respect for the intellectual property of suppliers, on the basis of formal quotes provided by suppliers.
- SERVI DORYL integrates, in addition to technical and financial criteria, social and environmental criteria into calls for tenders that allow this, and is committed to promoting them as competitive advantages. SERVI DORYL encourages its suppliers to offer innovative solutions or variants, helping to reduce the impact and overall cost of products and services.
- A formal audit procedure will be put in place by the end of 2021 for recurring and strategic suppliers, which will also assess their CSR approach. These audits will allow, if necessary, the implementation of corrective actions.
- The confidential nature of our suppliers' information as well as intellectual property rights are respected. In particular, SERVI DORYL undertakes not to disclose information relating to prices, innovations and societal and environmental criteria, in order to maintain fair competition.
- SERVI DORYL respects supplier procedures and approved payment deadlines.
- SERVI DORYL favors constructive dialogue with its suppliers in order to resolve potential difficulties encountered.

3°. Supplier commitments required by SERVI DORYL

- Suppliers comply with all applicable environmental laws and regulations. They are also invited to communicate to SERVI DORYL their additional commitments on this subject.
- Suppliers promote and comply with the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as international human rights law, including:
 - o Regarding the use of forced or compulsory labor;
 - o In the fight against child labor;
 - o In terms of equal treatment and equal opportunities.
- Suppliers undertake to implement a health and safety policy which aims to guarantee each employee a safe and healthy working environment and to maintain an environment in which the dignity of people is respected.

- Suppliers are invited to cooperate with SERVI DORYL in order to reduce the environmental impact of their supplies (adapting quantities to needs, recycling pallets and excess packaging, etc.).
 - Suppliers are encouraged to develop a measurement system to enhance their environmental approaches, and to transmit the results of annual assessments to SERVI DORYL.
 - Suppliers undertake to respect the SERVI DORYL Business Ethics Charter in appendix 2.
 - Suppliers are asked to enforce all these commitments on their own suppliers.
-

SIGNATURE

Date :

Company :

Function :

Last name

First Name :

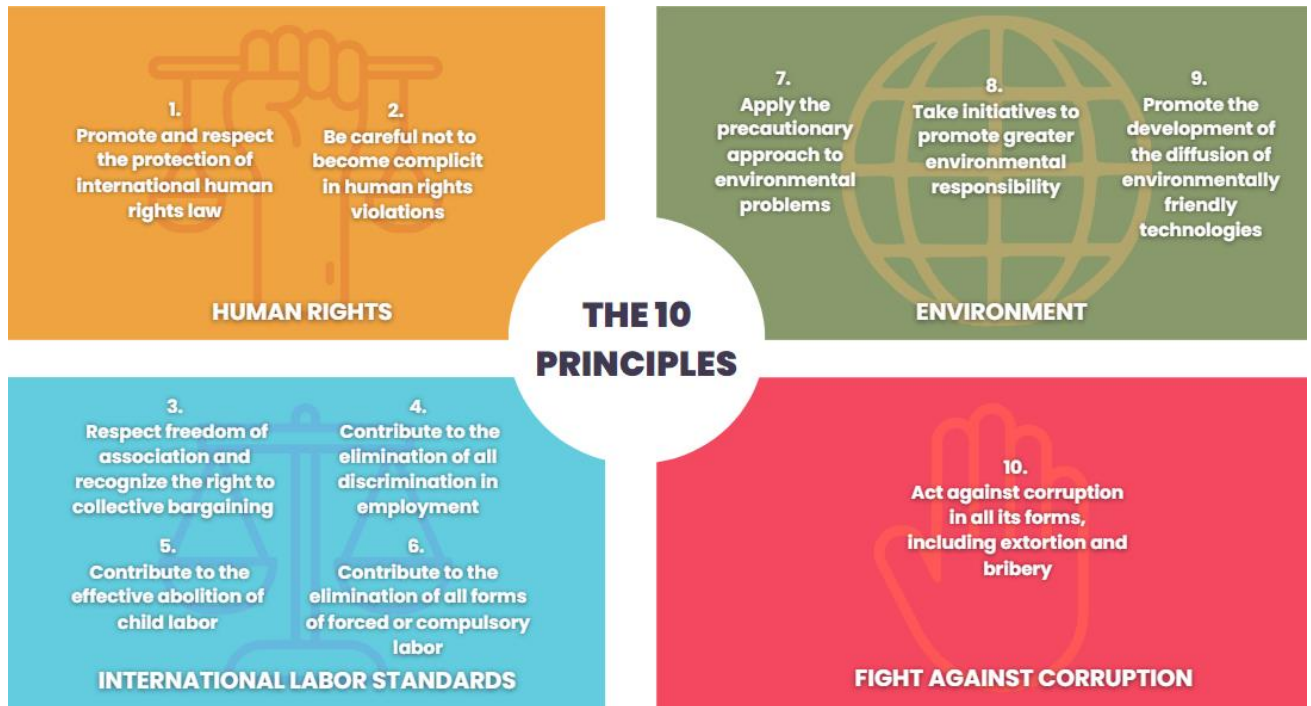
Company stamp :

Signature preceded by the words "Good for agreement"

ANNEX 1

The 10 principles of the United Nations Global Compact (April 2020)

<http://www.globalcompact-france.org/p-28-les-10-principes>



ANNEX 2

BUSINESS ETHICS CHARTER

Preamble

SERVI DORYL is a company of the ALPMA group, specializing in the manufacture and sale of cheese moulds and other products for cheese factories around the world.

SERVI DORYL promotes strong values of social responsibility, service, proximity to its customers, social dialogue, safety and development of its employees. It is constantly seeking to improve its products and services, to develop innovative solutions, ever more adapted to the needs of its customers. It is committed to protecting the environment, and conducts its activities in an eco-responsible and sustainable manner.

In reference to these values, SERVI DORYL has decided to implement a business ethics charter, applicable to all the company's employees, as well as to its service providers, and in particular its agents, who represent SERVI DORYL in France or abroad. the foreigner.

SERVI DORYL expects its employees to act professionally in accordance with these ethical principles in all circumstances. SERVI DORYL also expects its subcontractors, suppliers and agents to comply with the commitments of this charter.

1°. Respect for fundamental principles

SERVI DORYL is a signatory of the United Nations Global Compact. It is committed to respecting the 10 principles of the Global Compact and to promoting them to its partners.

These principles are grouped according to 4 main themes:



Human rights

Environment



International labor standards

Fight against corruption

They are accessible in detail on the following internet link: <http://www.globalcompact-france.org/p-28-les-10-principes>, and in summary in the appendix to this charter.

2°. Business Ethics

SERVI DORYL undertakes, in the conduct of its business, to:

- Comply with the laws and regulations concerning its products and activities in all countries in which it carries out a production, technical or commercial activity.

- Conduct its business according to the highest standards of honesty, integrity and fairness.
- Prohibit any activity that could be conducive to human trafficking, child labor or forced labor.
- Develop honest, clear and long-term relationships with customers, suppliers and partners.
- Respect health and safety rules for its employees and partners, and contribute to a safe professional environment.
- Act responsibly in its markets by respecting existing laws and rules relating to competition law.
- Maintain the security and integrity of the company's assets and those entrusted to it.
- Ensure compliance with laws and regulations governing the right to privacy, and ensure the accuracy and security of private and professional data, in accordance with general data protection regulations.
- Ask your staff to avoid any situation which could lead to their objectivity, independence or judgment being compromised, or could appear compromised in the eyes of third parties, by a divergence between their personal interests and their duties.
- Respect professional secrecy and limit internal and external exchanges to the needs of the service only, in order to avoid any insider trading.

3°. Fight against corruption and influence peddling

SERVI DORYL refuses to participate in any form of corruption or influence peddling, with public or private agents.

- Corruption means offering or granting something in order to obtain an undue advantage, or conversely agreeing to ask for or receive something in exchange for an undue advantage.
- Influence peddling means offering or granting something so that a person uses their influence to obtain an undue advantage, or conversely asking or receiving something in order to influence a decision .

SERVI DORYL has established rules for its employees in order to avoid risky situations and behaviors, the main ones of which are:

- Gifts given to customers and partners must remain at reasonable and symbolic values. These include, for example, low-value souvenir or advertising gifts published by SERVI DORYL, or possible small end-of-year gifts whose value does not exceed a few dozen euros and never more than 100 euros.
- Invitations to restaurants of customers or partners are encouraged in order to respect the rules of welcome and traditional etiquette, and must be carried out in traditional local restaurants of a good standard, nothing more.
- Accepting restaurant invitations from suppliers must remain within the same framework and be reciprocal; for example, the supplier who visits Servi Doryl is invited by SERVI DORYL, and the latter invites SERVI DORYL staff when they visit it.

- Employees are also prohibited from receiving from suppliers or partners any gift or benefit outside the limits set above, or from accepting any travel or accommodation paid for by the supplier.

- End-of-year gifts received from suppliers and partners are drawn randomly or shared among the company's employees.

- SERVI DORYL is prohibited from making political contributions to candidates, parties, organizations or other political entities.

Generally speaking, any invitation, or any gift offered or received must remain within the framework of the courteous commercial or professional relationship, and not be able, by its value or its exceptional nature, to induce any obligation for the person who receives it. receives.

Any employee who may find themselves exposed to a risk of corruption, or who has questions on this subject, must seek advice from their superiors, administrative and financial management or general management, and not remain alone in their decision-making.

4°. Reporting violations

Any employee noticing a breach or non-observance of this charter is invited to report it to his/her manager or to the human resources manager, who undertakes, at the employee's request, to keep confidential the origin of the report.