



Part of The Vivalto Vie Group

Responsible Purchasing Charter

2025

Introduction

The Vivalto Vie group attaches paramount importance to the health and safety of individuals, integrity in commercial transactions and environmental protection. It is committed to selecting products and services that promote personal well-being and minimise ecological impact.

The Vivalto Vie group is a key player in the field of care for the elderly. It is committed to an ambitious CSR (Corporate Social Responsibility) policy, which crystallises in the adoption of the Mission Company status at its parent company level. This involves adopting a considered and responsible approach to purchasing, which is described in this charter (hereinafter referred to as the "Responsible Purchasing Charter").

Compliance with the Vivalto Vie group's Responsible Purchasing Charter involves developing, through ongoing dialogue, close collaboration and a common vision with its suppliers. The aim of the charter is to establish a set of common principles for responsible purchasing. The Vivalto Vie group firmly believes that its sustainable development depends on the rigorous application of clearly established rules with its suppliers and partners, in full compliance with the law, ecological and social challenges and fair-trade principles.

The Responsible Purchasing Charter is intended to be a reference framework for all stakeholders: Vivalto Vie purchasing teams, suppliers and subcontractors, and is essential for establishing any commercial partnership. The aim is for all the Vivalto Vie group's supplier partners, regardless of their location, to adhere to this charter. We are convinced that it will strengthen and revitalise commercial relations between the Vivalto Vie group and its suppliers, making them more innovative, sustainable and virtuous.

Our Commitments

Mission company

- As part of its parent company's initiative to be a Mission Company, the Vivalto Vie group is committed to establishing mutually beneficial, responsible and sustainable purchasing relationships with its partners. By adhering to its code of conduct and ethics, the Vivalto Vie group undertakes to treat its suppliers fairly, respectfully and impartially report any breach as soon as it becomes aware of it.

Selection Process

- In terms of the selection process, the group is committed to conducting transparent, fair and impartial selections based on clear and objective criteria. These criteria include the environmental and social impact of the products and services offered. In addition, the Group undertakes to clearly communicate the results to the suppliers involved.

Dependency Ratio

- The Vivalto group will endeavour to reduce the risks of mutual economic dependence with its suppliers, ensuring that neither party is in a situation of dependence.

Conflicts of Interest

- To avoid conflicts of interest, the group will maintain strict impartiality in its relations with suppliers.

Confidentiality

- The Vivalto Vie group undertakes to preserve the confidentiality of technical, commercial and financial information provided by partners and to respect their intellectual property rights.

The Fight Against Corruption

- With regard to the fight against corruption and influence peddling, the Vivalto Vie group is committed to preventing all forms of corruption and influence peddling, by scrupulously respecting the group's policies and avoiding any practice likely to create ambiguity.

Suppliers Commitment

The Vivalto Vie group requires its suppliers to respect the principles of the United Nations Global Compact, the International Bill of Human Rights and the fundamental conventions of the International Labour Organisation (ILO).

1. Requirements relating to respect for people and working conditions

Suppliers and any subcontractors undertake to comply with the laws and regulations applicable in each country in which they operate. This specifically includes the following aspects:

- a. Prohibition of forced labour:** Suppliers and any subcontractors must refrain from any form of forced or compulsory labour, as defined in ILO Fundamental Conventions 29 and 105: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily". The withholding of identity papers, passports, training certificates, work permits or any other identification document as a condition of employment is prohibited, as is the obligation for workers to provide deposits or financial guarantees.
- b. Prohibition of child labour:** Suppliers and any subcontractors must not employ anyone under the legal minimum age, in accordance with ILO Fundamental Conventions 138 and 182. The absolute minimum age for admission to employment must be at least that of the end of compulsory schooling, i.e. 15 or 14 depending on the country's legislation. In any event, it is not permitted to entrust dangerous work to people under the age of 18.
- c. Non-discrimination:** Suppliers and any subcontractors must guarantee equal treatment and opportunities for their employees, without discrimination as to employment, remuneration, training, promotion, gender, age, ethnic origin, religion, cultural background, trade union membership or any other criterion, in accordance with ILO Fundamental Conventions 100 and 111.
- d. Freedom of association and right to collective bargaining:** Suppliers, and any subcontractors, must respect their employees' freedom of association and right to collective bargaining, in accordance with ILO Fundamental Conventions 87 and 98.
- e. Remuneration and working hours:** Suppliers and any subcontractors must comply with all laws and regulations relating to remuneration, benefits and working hours, including rules on minimum wages, overtime pay and limits on working hours, in accordance with ILO Conventions 1, 30, 95, 100, 131, 163 and 171.

- f. Health and safety: Suppliers and any subcontractors must apply a health and safety policy to ensure a safe and healthy working environment, respect the dignity of workers and prevent accidents at work, in accordance with ILO Conventions 120 and 155.

2. Environmental requirements

Suppliers, and any subcontractors, undertake to adopt practices that protect the environment by implementing a sound, credible and structured environmental policy, including governance, objectives, strategy, action plans and monitoring indicators. They will ensure that they comply with all relevant environmental laws and regulations in the countries in which they operate, paying particular attention to the following aspects:

- a. Minimising their impact on the environment, in particular by reducing their greenhouse gas emissions and limiting the use of: resources (energy and water), non-renewable raw materials and products that are harmful to the environment. They are required to promote the use of renewable and recyclable materials, including energy.
- b. Identifying, monitoring, controlling and actively and appropriately treating emissions into the air, water or soil of substances that are potentially harmful to the environment, in compliance with the regulations in force, as well as the environment and local populations.
- c. Reducing or eliminating environmental risks by applying the precautionary principle to the management of environmental issues.
- d. Promoting the development of environmentally friendly, sustainable and responsible technologies by reducing the environmental impact of their products or services over their entire life cycle, in particular through eco-design.
- e. The Vivalto Vie group would like to encourage its suppliers and any subcontractors to obtain environmental certification (EMAS, ISO 14000 or other) in order to reinforce these commitments. Insofar as suppliers have such certifications, they undertake to inform the Vivalto Vie group.

3. Ethical requirements

Suppliers, and any subcontractors, must undertake to maintain total integrity in their business activities by avoiding any involvement in illegal or unethical activities, such as:

- a. Money laundering, by ensuring the transparency and legality of all financial transactions;
- b. Conflicts of interest, by adopting strict policies to prevent and manage any potential conflict in a fair and transparent manner;
- c. Corruption in all its forms and influence peddling, by introducing regular training to raise employee awareness of these issues and by applying rigorous compliance procedures;
- d. Fraud, by putting in place robust internal control systems to detect and prevent any fraudulent activity;
- e. Unauthorised access to customer and staff data, by strengthening IT security and strictly complying with personal data protection laws.

In addition, for suppliers operating in the food sector or having direct interaction with animals, it is crucial to make a proactive commitment to animal welfare. This means that suppliers, as well as any subcontractors and/or their suppliers, must make commitments to:

- f. Avoid all animal mistreatment;
- g. Ensuring adequate nutrition and access to water to prevent hunger, thirst and malnutrition;
- h. Creating a safe environment to prevent fear and distress for animals;
- i. Avoid conditions that cause physical or thermal stress;
- j. Provide appropriate veterinary care to prevent pain, injury and disease;
- k. Encourage a natural and stimulating environment to avoid abnormal behaviour and promote the natural expression of animal behaviour.

By adopting these measures, suppliers are not only meeting high ethical standards but are also helping to promote a more responsible industry that is aware of animal welfare issues. The above commitments not only represent responsible business practices but also contribute to a more ethical and sustainable supply chain.

Reference

International or national regulations relating to suppliers' activities:

- Principles of the 1948 Universal Declaration of Human Rights;
- Fundamental conventions of the International Labour Organisation;
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises;
- 10 principles of the United Nations Global Compact.

Supplier Declaration & Commitment

By signing this document, we confirm that we have read, understood, and agree to comply with the principles set out in the Responsible Purchasing Charter. We commit to conducting our business in an ethical, fair, and transparent manner, respecting human rights, promoting safe working conditions, protecting the environment, and upholding all applicable laws and regulations.

We further acknowledge our responsibility to cascade these commitments throughout our own supply chains and to work collaboratively with Grace Healthcare, part of The Vivalto Vie Group and to continuously improve responsible and sustainable business practices.

Supplier Name			
Name:		Position:	
Signature:		Date:	