



Chemin de la Madeleine - Z.I.  
31130 FLOURENS – France  
Tél. : +33.(0)5.61.36.06.06  
Fax : +33.(0)5.61.83.99.45  
Web : www.erems.fr

## SUPPLIER CHARTER EREMS

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### HISTORIQUE DES EVOLUTIONS DOCUMENT CHANGE RECORD

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## 1 INTRODUCTION

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This charter (hereinafter the “Supplier Charter”) sets out the core values and fundamental principles to which **EREMS** is committed in the conduct of its business.

The Supplier Charter is based in particular on the key principles of sustainable development as defined by the United Nations Global Compact. These principles concern respect for human rights, international labour standards, environmental protection and the fight against corruption.

The Supplier Charter applies to all suppliers with whom EREMS may enter into a business relationship. EREMS expects its suppliers to fully and unconditionally adhere to these principles.

## 2 PROTECTION OF HUMAN RIGHTS AND EMPLOYEES RIGHTS

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Suppliers undertake to support and respect internationally proclaimed human rights and regulations relating to the protection of fundamental freedoms and human rights (in particular the Universal Declaration of Human Rights), as well as those relating to health and safety (notably the conventions of the International Labour Organization). Suppliers shall ensure that they are not complicit in any human rights violations.

Suppliers commit not to use forced labour or child labour, in accordance with applicable local regulations. Suppliers refrain from any complicity or conduct that undermines human dignity and from any form of discrimination or harassment.

Suppliers undertake to respect fundamental social rights, such as freedom of association and freedom of trade union activity, and to implement fair and non-discriminatory employment, wage and disciplinary policies.

## 3 ENVIRONMENTAL PROTECTION

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Suppliers undertake to comply with all applicable local regulations relating to environmental protection.

Suppliers are encouraged to adopt a precautionary and responsible approach to environmental challenges and to continuously improve their environmental performance.

## 4 PROTECTION OF CONFIDENTIAL INFORMATION

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Suppliers undertake to keep confidential all non-public information disclosed by EREMS or by third parties acting on behalf of EREMS.

This confidentiality obligation does not apply to information that is in the public domain, information already lawfully held by the supplier prior to its disclosure by EREMS or by third parties acting on its behalf, information received from a third party, or information whose disclosure is required by law or by an administrative or judicial authority.

In accordance with Article 14 of EREMS's General Purchasing Conditions, suppliers undertake to restrict the disclosure of confidential information communicated by EREMS or by third parties acting on its behalf strictly to persons who have a legitimate need to know such information.

To this end, suppliers shall take all necessary measures to prevent unauthorized access, in particular by strictly avoiding the reproduction or dissemination of such information through unsecured channels or tools, and by refraining from discussing such information in public places.

## 5 PROTECTION OF PERSONAL DATA

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Suppliers undertake to comply with all applicable regulations relating to the protection of personal data and to process such data only within the limits authorized by applicable regulations, in particular the General Data Protection Regulation (GDPR).

In accordance with applicable regulations, suppliers and/or members of their staff have rights in relation to their personal data, which they can exercise with EREMS by email addressed to the Data Protection Officer at: **dpo@EREMS.fr**.

Suppliers undertake to notify EREMS without delay of any personal data breach (unauthorized use, disclosure, loss, etc.) relating to EREMS or its employees of which they become aware, by email addressed to the Data Protection Officer at: **dpo@erems.fr**

## 6 ANTI-CORRUPTION AND PROHIBITED PRACTICES

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Suppliers undertake not to offer or accept bribes, gifts or undue advantages, and to comply with all applicable anti-corruption laws and regulations.

Suppliers shall refrain from any form of money laundering, fraud, unfair competition, bribery, extortion and any form of corruption or other prohibited practices in accordance with applicable regulations.

Suppliers guarantee that all accounting books, records, invoices and other documents relating to payments and expenses received or incurred by EREMS are and will remain complete and accurate. They shall faithfully reflect the nature and amount of transactions and expenses, in accordance with locally applicable accounting standards.

## 7 CONFLICTS OF INTEREST– WHISTLEBLOWING PROCEDURE

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Suppliers undertake to inform EREMS management of any violation of this Supplier Charter or any ethical issue encountered in the context of their relationship with EREMS, as well as any situation of conflict of interest (including arising from family, personal or professional relationships) that may occur in connection with their relationship with EREMS, by sending an email to **dpo@EREMS.fr**.



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Suppliers acknowledge that EREMS reserves the right to have compliance with the principles set out in this Supplier Charter verified by an independent third party.

EREMS reserves the right to terminate its relationship with a partner in the event of a violation, or refusal to apply, this Supplier Charter.

Made in Flourens, on 2024/10/01

The President,

Gérard DEJONGHE