

RESPONSIBLE PURCHASING CHARTER

GL events has been committed to corporate social responsibility since 2005. In line with this policy, the group aims to improve its performance in order to serve, host, and organize events that are more responsible and inclusive. We firmly believe that human interaction creates fundamental value for our societies.

To better satisfy our stakeholders and remain faithful to the identity and values of the GL events group, the Group's ambitions have been translated into a CSR strategy, structured around three pillars:

ACT. 1 – PEOPLE

We guarantee the **safety and health** of employees through prevention actions and incident monitoring. We promote **professional development by encouraging training, internal mobility and knowledge sharing**. We ensure that **diversity and inclusion** are present in our recruitment and managerial practices.

ACT. 2 – PLANET

Faced with the climate emergency, the challenge is clear: take concrete action to reduce greenhouse gas emissions. For GL events, this involves an ambitious energy sobriety plan on our sites, increased use of renewable energies, decarbonization of mobility (employees, visitors, logistics) and consideration of sustainability criteria in its purchases.

The objective: **to support and be an actor in the low-carbon transition of the entire event sector.**

At the same time, **the circular economy is emerging as a key sustainability lever for the Group.**

The objective: **maximize the circularity of our business models to reduce resource use and waste impact.**

ACT. 3 – COMMUNITIES

We support **local economic development** by collaborating with the actors of the territory and the social and solidarity economy. We promote **ethical governance** by preventing corruption risks and ensuring the **transparency of our activities**. We engage our suppliers in a responsible purchasing approach by integrating CSR criteria and monitoring our practices.

The objective: **to contribute to a more inclusive and sustainable development of the Group's activities in the territories in which it operates.**

Suppliers, service providers, subcontractors and co-contractors **are key stakeholders** for GL events in achieving these objectives. GL events seeks to collaborate with suppliers who contribute to the creation of a responsible supply chain within the event activity and contribute to the objectives pursued by the Group.

Convinced that this ambition is an opportunity to strengthen our collective performance by giving meaning to our collaborations, we therefore expect a commitment from our suppliers alongside us to advance our practices and **we invite you to be proactive** in any process or product evolution, which would allow us to progress on these issues.

This charter presents the commitments of GL events and those expected from its suppliers for responsible purchases operated in a lasting relationship between the parties. Signing this charter is a step in the structuring of our collaboration with the GL events Group.

In order to promote this responsible supply chain and sustainable performance to support our activities, the Purchasing department relies on three main pillars:

1. **Develop innovative partnerships with suppliers** : by contributing to their integration into a circular economy approach
2. **Increasing competitiveness** : through responsible sourcing of raw materials, energy performance management, extending the lifespan of products and materials and by establishing transparent relationships and win-win partnerships.
3. **Contribute to local development** : thanks to its contribution to the development of the geographical areas where it operates (regions, countries, etc.), by prioritizing local actors and promoting diversity among suppliers.

European regulatory context:

GL events' purchasing activities are evolving in an increasingly demanding European regulatory framework, structured around the European taxonomy, the CSRD (Corporate Sustainability Reporting Directive) and the duty of care. These mechanisms require increased transparency and systematic consideration of environmental, social and governance (ESG) issues throughout the value chain.

Therefore, the supplier commits to comply with international standards, such as the fundamental ILO conventions, the Universal Declaration of Human Rights and international environmental agreements.

In this context, this sustainable procurement charter addresses specific themes such as the fight against climate change, chemical substance management or respect for human rights. These priorities address both regulatory obligations and GL events' commitment to an ethical and sustainable supply chain.

The supplier commits to immediately inform GL events of any potential or proven breach of applicable regulations in terms of human rights, labour law, environmental protection or health and safety. This commitment includes notification of any non-compliance with international standards, European or local regulations, or obligations related to duty of care. This communication must be carried out in a transparent and documented manner, in order to allow GL events to assess the situation and, if necessary, collaborate with the supplier to implement appropriate corrective actions. In the event of non-compliance with this obligation, GL events reserves the right to refer to the applicable contractual elements.

In case of application of the CSRD directive to GL events, tier 1 suppliers may be asked to provide the information necessary for the evaluation of human rights and environmental risks.

ACT. 1 – PEOPLE

1.1 ENSURE COMPLIANCE WITH LABOR STANDARDS

The Supplier commits to comply with the Fundamental Conventions adopted by the International Labour Organization (ILO); as well as the applicable regulations on labor law in force in the countries where it practices, and particularly:

Clandestine work

The supplier commits to combat all forms of clandestine work, ensuring that each person employed within his company has an employment contract that complies with legal requirements and enjoys the prerogatives attached to it.

Forced labour

The supplier commits not to use or encourage forced or compulsory labour as defined in ILO Fundamental Conventions No. 29 and No. 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 retention, as a condition of employment, of identity papers, passports, training certificates, work permits or any other identification document is prohibited, as well as the obligation for workers to provide deposits or financial guarantees.

Immigrant work

GL events recognizes the importance of the contributions of immigrant workers, who are committed to respecting the law, without presuming their status.

The supplier commits not to take advantage of the immigrant status of its workers and to establish fair working conditions as specified by ILO Fundamental Conventions No. 97 and No. 143 : « to promote and to guarantee, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, of social security, of trade union and cultural rights and of individual and collective freedoms for persons who as migrant workers or as members of their families are lawfully within its territory. »

Child labour

The supplier commits not to resort to or encourage child and adolescent labour and to ensure compliance with the minimum age requirement in accordance with national legislation and Basic Convention No. 138.

Discrimination

The supplier commits not to practice or encourage any practice of discrimination in hiring, remuneration, access to training, promotion, dismissal or retirement based on criteria of ethnic origin, nationality, social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, family situation, trade union membership, political opinion or any other condition likely to give rise to discrimination in accordance with the ILO Fundamental Convention No. 111.

Women's rights

The supplier commits to the equal integration of women in all spheres of activity, ensuring parity and equity in terms of hiring, remuneration and professional promotion in accordance with the Fundamental Conventions n°100, n°111, n°156 and n°183.

The supplier also commits to take measures to combat sexual and gender-based violence (GBV) and prevent any sexist behavior within the organization.

Remuneration

The supplier ensures that the working conditions and salaries of the employees respect at least the minimum wage in force as stipulated by the legislation of the country in which it operates.

Working time

The supplier commits to comply with the regulations in force and the ILO Fundamental Conventions No. 47 and No. 171 concerning working hours.

The supplier must not impose on employees unlawfully long working hours or working hours for the manufacture, distribution of purchased goods.

Freedom of association and the right to collective bargaining

The supplier commits to respect the right of staff to form and organize trade unions, to join the union of their choice and to negotiate collectively on their behalf with the company in accordance with ILO Fundamental Conventions No. 87 and No. 98.

1.2 GUARANTEE HEALTH AND SAFETY AT WORK

A safe workplace

The supplier commits to adhering to ILO Convention No. 155 and regulations related to health and safety at work, as well as specific provisions applicable to the company's sector in the countries where it operates, providing employees with a safe and healthy working environment that ensures their physical and psychological safety and well-being.

The supplier must implement all necessary corrective and preventive measures to avoid any harmful acts, including those related to the exercise of this professional activity, and it expressly extends to the preservation of the mental health of employees.

The supplier commits to delivering quality products and services so as not to compromise the safety of our employees and customers.

GL events expects a strong involvement from our suppliers from the beginning of the purchasing process.

A healthy workplace

The supplier is committed to creating and maintaining a work environment that supports the mental and emotional well-being of employees. This includes the establishment of policies and practices aimed at preventing occupational psychosocial risks, promoting work-life balance, and providing support to employees who may face mental health issues.

ACT. 2 – PLANET

2.1 REDUCE ENVIRONMENTAL IMPACTS ALONG THE VALUE CHAIN

Environmental protection is governed by French legislation, so it is imperative that GL events' purchasing activities comply with current regulations, such as the laws known as "Energy and Climate" (Law No. 2019-1147) and "Climate and Resilience" (Law No. 2021-1104) as well as all other environmental national and regional laws and directives.

GL events requires its suppliers to comply with the environmental regulations in force in the countries where they operate. Suppliers are required to actively collaborate with GL events to reduce their environmental impacts across all of their activities.

GL events recognizes the importance of raising awareness among its employees about the various environmental issues outlined below. GL events asks its suppliers to adopt a similar approach to environmental awareness with their own employees.

The supplier agrees to present to GL events any actions and/or innovations that support the environmental issues outlined below.

Carbon Footprint Reduction

Since October 2021, with the signing of the Net Zero Carbon Pledge for the Events Industry, GL events has committed to aligning its activities with the goal of limiting global warming to 1.5°C and reducing total global greenhouse gas (GHG) emissions by 50% by 2030, in line with the Paris Agreement. To achieve these objectives, GL events has defined a greenhouse gas emissions reduction strategy.

GL events requires its suppliers to reduce their GHG emissions across scopes 1, 2, and 3 as part of their carbon footprint.

The supplier agrees to present its GHG emissions reduction strategy to GL events. Where applicable, the supplier must present reduction targets aligned with the Paris Agreement

Energy Consumption Optimization

The supplier commits to reduce energy consumption by adopting best practices and using renewable energy sources as part of the energy transition.

Air Pollution Reduction and Transport Decarbonization

The supplier commits to use low-emission transportation methods wherever possible, thereby promoting low-carbon mobility and reducing GHG emissions related to their logistics activities.

Raw materials management

The supplier commits to implement measures to limit the depletion of raw materials by reducing the environmental footprint of their extraction, optimizing their use and not using products or materials associated with conflicts and criminal activities.

Water resources management

The supplier commits to sustainably managing water resources by optimizing their use, reducing pollution and preserving aquatic ecosystems, in order to ensure its availability and quality.

Protection and restoration of biodiversity

The supplier commits to consider biodiversity as a full stakeholder in their operations and to minimize their impact on local ecosystems. This includes the preservation of natural habitats, restoration and renaturation actions approved by institutions and/or scientific expertise, the carrying out of ecological studies in case of projects.

Prevention of contamination and chemical substances management

The supplier commits to comply with the various regulations governing the use of chemical and dangerous substances. The supplier will take measures to control the use of chemical substances, effectively manage waste and prevent contamination of soil, water and air as well as emergency procedures in case of an accident ensuring the preservation of biodiversity and ecosystems.

The supplier commits to train and equip its employees; they are required to handle these substances.

Environmental risk management

The supplier shall identify and manage the environmental risks associated with its activities in accordance with Principle No. 15 of the 1992 Rio Declaration on Environment and Development.

Subject to regulatory changes in force in France, within the European Union, and in the countries where the Group operates, the supplier commits to ensure that its products do not contain:

1. Substances listed in Annexes I or II of Regulation (EU) 2019/1021, except as unintentional trace contaminants
2. Mercury or products containing mercury, as defined in Regulation (EU) 2017/852.
3. Substances listed in Annexes I or II of Regulation (EC) No. 1005/2009
4. Substances listed in Annex II of Directive 2011/65/EU, except in cases of full compliance with Article 4(1) of Regulation (EU) 2020/852 of the European Taxonomy
5. Substances listed in Annex XVII to Regulation (EC) No. 1907/2006, except where compliance with the specified conditions is ensured
6. Substances exceeding a concentration of 0.1% by weight (w/w) that meet the criteria of Article 57 of Regulation (EC) No. 1907/2006, except where no alternatives are available and they are used under controlled conditions.

Furthermore, the activity excludes substances exceeding 0.1% w/w classified according to Regulation (EC) No. 1272/2008 for certain dangerous categories mentioned in Article 57 of Regulation (EC) No. 1907/2006, except where no alternatives are available and under controlled conditions.

Measuring and monitoring environmental impacts

The supplier must implement an ESG (Environmental, Social, Governance) reporting system with associated indicators in order to assess the effectiveness of certain actions to reduce environmental impacts and monitor their progress in the short, medium, and long term.

The supplier must be able to present the results of the indicators to GL events in order to calculate the Group's carbon footprint.

2.2 ADOPT A CIRCULAR ECONOMY APPROACH

Waste management and the promotion of the circular economy are governed by several laws in France, it is imperative that GL events' purchasing activities comply with the regulations in force, such as the Energy Transition laws for green growth (Law No. 2015-992) and Anti-Waste for a Circular Economy (Law n° 2020-105) as well as all other national and regional laws, directives.

GL events requires its suppliers to comply with the waste management and circular economy regulations in force in the countries where they operate.

GL events commits to promoting and operationalizing the circular economy and requires the same approach from its suppliers. This approach aims to preserve resources, reduce the ecological footprint and promote a sustainable economy.

Reduction of packaging and the use of plastics

The supplier commits to minimize as much as possible the use of packaging and plastic materials in the manufacture and distribution of the goods procured. This includes product packaging, cartons, pallets, as well as any other packaging material used for transport.

The supplier commits to prioritize packaging materials that are easy to reuse or recycle as well as recycled or plant-based materials, thus contributing to the end of single-use plastic and the fight against plastic pollution.

Maximization of reuse and recovery of waste

The supplier commits to adopt practices for the repurpose and reuse of waste throughout the life cycle of products, contributing to extending their lifespan and enabling the model change from disposable to circular economy.

Development of alternative and responsible offers

The supplier commits to present to GL events any product innovation likely to reduce their environmental impact.

The supplier must integrate CSR criteria as much as possible and prioritize the use of recycled and plant-based materials in the design of its products and offers in order to promote ecodesign practices and, by extension, environmental innovations and social.

The supplier must set up a monitoring system to measure the progress of these eco-responsible products or offers and communicate it to its stakeholders.

The supplier must make his employees aware of these sustainable design and production models.

Collaboration with other companies to share new products and innovative practices is encouraged.

ACT. 3 – COMMUNITIES

3.1 ETHICS / ANTI-CORRUPTION / BUSINESS CONDUCT

The supplier commits to comply with local and international laws and regulations applicable in each country where it operates, as well as the principles set out below.

Reference documents

Elements related to compliance within the GL events Group are accessible on the Group's website under the heading Ethics and Compliance, and of which the supplier declares having taken note :

- Ethical Charter
- Anti-Corruption Code of Conduct
- Code of Business Conduct

3.2 PROTECTION OF PERSONAL DATA

The supplier commits to comply with the laws and regulations governing the collection and use of personal data.

When GL events transmits data of this type to the supplier for the purposes of performing services, the latter commits to use them only within the limits of GL events' instructions and to implement all necessary security measures to prevent any breach of this data (loss, alteration, disclosure or unauthorized access, ...).

- Raise awareness among their staff about compliance with these laws and regulations
- Take into account the protection of personal data by default and from the design of projects involving data of this nature
- Cooperate with GL events and assist them whenever necessary to ensure compliance with applicable regulations (impact assessments, notifications to competent authorities, handling requests for exercise of rights, ...)

3.3 RESPECT FOR THE COMPETITION LAW

The supplier commits to comply with the rules of competition law in force in each country where it operates. In particular, it shall refrain from any act that can be qualified as an unlawful agreement, abuse of a dominant position or generally any act affecting free competition in an illicit manner.

By signing this charter, the supplier commits to comply with the elements of this charter. In the event of a breach, GL events reserves the right to refer to the applicable contractual elements.

This charter is an integral part of the contractual documents governing the relationship between GL events, its subsidiaries and the suppliers.

Date:

Signature: