



WÜRTH FRANCE
SUSTAINABLE
PURCHASING
POLICY

PRESENTATION

Würth France's ambition is to remain the essential partner for all professionals, thanks to passionate employees, satisfied and loyal customers and committed suppliers. Our strategy includes strengthening our omnichannel offering, taking particular care to guarantee the highest quality products and services and modernising our IT and logistics infrastructures. It incorporates our CSR policy, through which we demonstrate our commitment to fair practices, respect for human rights, quality and the environment. We do this as a good corporate citizen, respectful of current regulations and in line with our corporate culture.

INTRODUCTION

Compliance with current legislation is of paramount importance to Würth France. We attach great importance to the values that guide our relationships, both with each other and with our business partners. Mutual trust, reliability, honesty and openness, both within our companies and towards our business partners, are fundamental principles that are deeply rooted in the corporate culture of the Würth Group. In addition, the way we conduct our business is in harmony with humanity and the environment, making a major contribution to our long-term success.

For us, these values are the cornerstone of our relationships with our suppliers.

Würth France therefore asks its suppliers to respect the principles of the Universal Declaration of Human Rights, the United Nations Global Compact, the Fundamental Principles at Work of the International Labour Organisation (ILO) and the Rio Declaration on Environment and Development, as well as all applicable national legal requirements.



**SCOPE OF****APPLICATION**

This sustainable purchasing policy applies to all suppliers and subcontractors of Würth France as well as their subsidiaries and all products and services purchased by Würth France. We strongly encourage our suppliers to promote the requirements of this policy within their own supply chain.

WÜRTH FRANCE'S

COMMITMENTS TO ITS SUPPLIERS

1. TO ENSURE THAT SUPPLIERS AND THEIR SUBCONTRACTORS COMPLY WITH ENVIRONMENTAL LEGISLATION, HUMAN RIGHTS, SOCIAL LEGISLATION, AND THE QUALITY OF WORKING CONDITIONS.

2. BUILD LONG-TERM PARTNERSHIPS WITH SUPPLIERS:

Respect for contractual commitments and an active listening approach are the guarantees of a loyal and peaceful partnership. The aim is to develop collaborative and mutually beneficial relationships with Würth France's strategic suppliers. WÜRTH France undertakes to keep confidential the technical, commercial, and financial information communicated by suppliers and to guarantee them the respect of intellectual property rights.

3. INVOLVE AND PROMOTE THE CSR INITIATIVES OF ITS SUPPLIERS AND SUBCONTRACTORS:

Suppliers are key players in the implementation of WÜRTH France's responsible purchasing charter, in both environmental and social terms.

WÜRTH France encourages suppliers to contribute by including CSR evaluation and selection criteria in its consultations and invitations to tender.

4. DEVELOP SOLIDARITY-BASED PURCHASING AND CONTRIBUTE TO THE EMPLOYMENT OF VULNERABLE GROUPS:

As part of its internal market consultations, WÜRTH France undertakes to consult, whenever possible, at least three suppliers, including one local supplier and/or one supplier from the disability sector (ESAT, TIH, EA, SIAE) or integration (SIAE).

5. ENSURE WÜRTH FRANCE'S TERRITORIAL RESPONSIBILITY:

Würth France attaches great importance to territorial development. By creating a web of commercial relationships that contribute to local cohesion and development. Würth France favours a circular economy and depending on the purchasing category, local suppliers and short circuits. The company also encourages investment and economic development within its territory.

6. FIGHTING CORRUPTION:

WÜRTH France defends a strict anti-corruption policy, to which all purchasers are subject. WÜRTH France employees are prohibited from accepting any payment, service or financial advantage, direct or indirect, from potential and contracted suppliers. WÜRTH France's buyers must ensure that they are not in a situation of conflict of interest in the context of their relations with suppliers and service providers.

AS PART OF ITS COMMITMENTS,

WÜRTH FRANCE EXPECTS ITS SUPPLIERS TO RESPECT

1. HUMAN RIGHTS AND SAFETY AT WORK

Our suppliers are required to respect general human rights.

The supplier undertakes to respect and condemn any act that goes against the principles of human dignity and child labour. They also undertake to comply with legislation relating to social law and safety at work. Würth France asks its suppliers to develop and implement policies and procedures to ensure compliance with these elements. The supplier must always comply with the most stringent of the applicable laws, the Human Rights Policy or this charter. Where local laws prevent the supplier from complying with certain aspects of this Charter, the supplier shall comply with local laws while respecting Human Rights.

2. ENVIRONMENT

At Würth France, the purchase of goods and services represents a significant part of our carbon footprint. For this reason, compliance with environmental standards is particularly important to us. All applicable laws, regulations and national standards limiting and preventing environmental impact must be respected. If the supplier's activities involve a risk of soil contamination, water or air pollution, the supplier must implement appropriate prevention and reduction measures.

This environmental aspect requires suppliers to pay attention to various elements in their environmental management:

- Emissions: substances released by the supplier's facilities, including air pollutants, noise, vibrations, light, heat, radiation, and other forms of impact on the environment which, because of their nature, extent, and duration, can cause serious damage or disruption and be highly detrimental to people, animals, plants, soil, water, the atmosphere and all cultural or other assets.
- Use of water resources: the principle of water saving and wastewater management
- Waste: sustainable waste management and compliance with current regulations on the handling of hazardous materials.
- Chemicals and other hazardous substances: compliance with the rules in force regarding their handling, storage, etc.
- Natural resources and raw materials: compliance with the European regulation on conflict minerals, complete control of its supply chain, fair use of natural resources, etc.

3. ETHICAL BEHAVIOUR

Würth France does not tolerate any form of corruption. The supplier shall ensure that there are no personal dependencies or obligations to customers, suppliers or business partners based on bribes or any other form of illegal payment. The supplier supports fair, performance-based competition and does not participate in any arrangements with other market participants, including but not limited to cartels or other practices that restrict competition or are unfair. The supplier must obtain its financial resources from legitimate sources. In the context of international trade, the supplier must comply with all embargoes, sanctions and export bans. The supplier shall treat company data, trade and business secrets, and any other confidential information in the strictest confidence and shall use such information only in the strict context of the supplier's business relationship with Würth France.

COMMUNICATION**AND CONSEQUENCES**

The supplier undertakes to communicate Würth France's responsible purchasing charter and the measures established for its implementation to all relevant stakeholders, including, but not limited to, all its employees and suppliers, and to try to do everything possible to comply with its stipulations..

1. IMPLEMENTING A WHISTLEBLOWING PROCEDURE

The supplier must inform its employees of the existence of internal and/or external reporting tools and give them access to these tools. This tool must make it possible to report, confidentially and anonymously, any criminal act, discrimination, or harassment within the supplier's company.

All supplier's employees may use the Würth Group's anonymous «SpeakUp» hotline to report possible violations, which can be accessed directly from our website.

2. MONITORING COMPLIANCE WITH THESE RULES (INX)

To verify compliance with these various instructions, the Würth group has set up a CSR analysis tool for each of its suppliers, Integrity next. Würth France expects each of its suppliers to complete and update their file on the Integrity next platform every year. This tool will enable the Würth Group to determine the supplier's progress in terms of its sustainable transition.

Würth France will work with its suppliers to improve any shortcomings identified.

3. CONSEQUENCES

The supplier is required to inform Würth France of any non-compliance with this charter, without having to request it. Würth France reserves the right to carry out unannounced audits to verify compliance with the elements set out. To this end, auditors will be granted entry to all areas concerned and access to the required documents. The Supplier undertakes to remedy any breach immediately.

The Supplier undertakes to comply with all the principles of this charter, which constitutes an essential element of the commercial relationship. Failure to comply with this charter may result in the termination of the commercial relationship between the parties.

«Our responsibility» means that each of us, whether a company, an individual or an employee, must act responsibly, ensuring sustainability, environmental protection, and a liveable future. We are grateful to all our suppliers for taking a responsible and ethical stance in their business dealings with our Group.