

SUPPLIER CHARTER



GROUPE GMD

Applicable to the divisions:

- EUROCAST
- GMD STAMPING
- EUROSTYLE SYSTEMS

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WORD FROM THE PRESIDENT



Since the creation of Groupe GMD in 1986, I have been committed to a sustainable future. I seek to reduce negative impacts of the Group's activity on the environment, the protection of human rights and labour standards and the fight against corruption.

In order for this dynamic to continue, I would like to formalize these values in our supplier charter to be able to communicate them to our employees and partners, and to establish guidelines for our activities and a collective approach shared by all.

In order to be effective, this charter must be applied by all without compromise. By collaborating with the GMD Group, all stakeholders are committed to acting in accordance with these values.

Alain MARTINEAU
Président Directeur Général (CEO)



The Codir Group has made a formal commitment to its President to promote this charter and share its values by disseminating it to all its employees and partners.

Cyril BECQUE
Group Financial
& Administrative
Director

François-Xavier LEMASSON
Managing Director
Plastic & Leather Division

Yves MAYET
Managing Director
Foundry Division

Stéphane PAPLOREY
Managing Director
Stamping Division

OUR COMMITMENTS



We are committed to working with honesty and integrity in compliance with all laws and applicable regulations.

We prohibit all forms of corruption, extortion or embezzlement.

Our suppliers agree to commit to the principle of CSR and to ensure that their own suppliers adhere to similar principles.

Supported by management programs adapted to their CSR themes, each division contributes to continuous improvement of the Group's Corporate Responsibility.

These commitments translate into concrete actions.

HUMAN RIGHTS and WORKING CONDITIONS



FORCED LABOUR AND CHILD LABOUR

Our suppliers must be committed to respecting and promoting human rights in their value chain.

They agree not to use forced, illegal or compulsory labour such as the recruitment, displacement, housing or hosting of children, women or men by means of force, coercion, abuse of weakness, deception or any other means with a view to their exploitation, for the production or processing of the products to be delivered (modern slavery).

Our suppliers guarantee that they respect the standards of the International Labour Organization and that they do not exploit the work of minors or disregard the minimum legal age to work in the country concerned.



DIVERSITY AND EQUALITY OF OPPORTUNITY

Our suppliers are committed to respecting the right to equal opportunities. Their employees must be treated with fairness and dignity.

They shall refrain from any discriminatory treatment on the basis of age,

disability, race, ethnicity, skin colour, gender, pregnancy, gender identity, nationality, religion, marital status or any other characteristic protected by law.

These rules must apply to the recruitment process in order to be in line with our ethical values.



HARASSMENT AND NON-DISCRIMINATION

Our suppliers must not tolerate any harassment or abuse. They do not threaten or subject employees to any form of discipline, psychological, physical, sexual or verbal abuse, intimidation or harassment.

They agree to prohibit these practices and to promote diversity, fairness and the inclusion of all employees, including respect for women's rights.

Minorities of any kind, ethnic, religious or sexual, must be respected as well as the rights of local populations.



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our suppliers respect the right of their employees to associate freely, in accordance with local laws.

They recognise the right of every employee to

bargain collectively, to establish or participate in a trade union organisation of their choice without penalty, discrimination or harassment.

They will make every effort to establish relationships of trust with the responsible staff representatives and trade unions.



WORK HOURS, WAGES AND BENEFITS

Our suppliers comply with all applicable laws and regulations regarding work hours, minimum wage and benefits.

Overtime cannot be imposed by exploiting an employee's vulnerability under threat of punishment.



HEALTH AND SAFETY

Our suppliers comply with all applicable laws and regulations on health, hygiene and safety. They take proactive measures to ensure and continuously improve safe and healthy working conditions for their employees, subcontractors and visitors.



CONFLICT MINERALS

Our suppliers working with products that contain minerals extracted from mines must comply with international standards relating to the responsible sourcing of minerals.

They must perform due diligence on the origin of the minerals they use and ensure that all suppliers in the supply chain comply with CSR principles.

They must inform the GMD Group of any product containing minerals that fall under the so-called "conflict minerals" category. They must provide the information required by law.

RESPECT and PROTECTION OF THE ENVIRONMENT



COMMITMENTS

We ask each supplier to commit to an environmental approach by improving its impact on its environment as is done by the GMD Group, who is involved by NFRD reporting.

Our suppliers ensure that they and their own suppliers comply with all applicable laws and regulations. They maintain all required environmental permits and comply with reporting and regulatory requirements.

They must take the necessary measures to:

- Reduce greenhouse gas emissions
- Promote the best use of renewable energy
- Reduce water consumption and waste water production
- Control air emissions
- Reduce and recover waste
- Manage their chemical products and comply with REACH regulations.

We encourage our suppliers to share with us any current or future reporting on these topics.



RESPECT FOR ANIMAL WELFARE

Suppliers must respect the five animal freedoms established by the World Organisation for Animal Health (OIE) regarding animal welfare.

No animal should be raised and killed for the sole purpose of being used in an automotive product.



LAND USE AND DEFORESTATION

Suppliers must confirm that the products they supply to GMD Group do not contain raw materials from establishments located on or using illegally deforested land.

BUSINESS ETHICS



PREVENTION OF CORRUPTION

Suppliers must condemn any form of corruption. Any corrupt practice such as accepting or paying bribes, accepting or making facilitation payments, granting benefits to a private person or a public official is prohibited.

The principles of integrity and loyalty in its dealings with third parties must be respected. In this sense, employees refrain from soliciting and/or accepting any gift. This also includes any invitations to seminars or non-business trips.



CONFIDENTIALITY OF DATA/ DISCLOSURE OF DATA

Suppliers agree not to disclose or use data relating to all persons with whom they work, including their suppliers, customers, consumers and employees.

They must comply with privacy and information security laws (GDPR).



CONFLICTS OF INTEREST AND INVESTMENT

Suppliers are required to avoid any conflict of interest or any situation resembling a potential conflict of interest.

They are required to inform all potentially concerned parties.

This includes any form of conflict of interest concerning the GMD Group and its subsidiaries as well as personal interests or those of close relatives, friends or associates.



FRAUD AND MONEY LAUNDERING

Suppliers shall take the appropriate measures to prevent any form of fraud and fight against money laundering or any other illegal activity.



FINANCIAL LIABILITY

Suppliers of the GMD Group are committed to the reliability of their financial data by engaging their employees in a dynamic of internal control.

They are responsible for their financial commitments.



RESPECT OF COMPETITION

As part of their activities, suppliers agree to comply with all laws and regulations in effect with regard to free competition in all the countries in which they operate.

The GMD Group prohibits any agreement with its business partners that has the purpose or effect of restricting competition, including price-fixing, setting of market share or anti-competitive boycotts.



FIGHT AGAINST COUNTERFEITING and PROTECTION OF INTELLECTUAL PROPERTY

Suppliers shall refrain from counterfeiting any existing products. They are committed to respecting the intellectual property of product creators.



EXPORT CONTROL AND ECONOMIC SANCTIONS

Suppliers must comply with all export controls, customer controls, tax and any export regulations, including, without limitation, sanctions, embargoes and other applicable laws.



WHISTLEBLOWER RIGHTS AND PROTECTION

Suppliers are expected to offer their employees ways to raise legal or ethical issues or concerns without fear of retaliation. Suppliers are also required to take measures to prevent, detect and correct any retaliatory action.

With this in mind, the GMD Group has set up an alert platform for internal and external stakeholders: <https://groupe-gmd.signalement.net>



HUMAN DEVELOPMENT AND TRAINING

Suppliers must provide access to all their employees for training and help them maintain their employability.



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