



# Supplier CSR charter

**Nexans autoelectric**

# INTRO



## Nexans autoelectric's commitment to Corporate Social Responsibility (CSR)

### Corporate Social Responsibility (CSR) is at the heart of Nexans autoelectric's strategy

Nexans autoelectric commits to respect fundamental CSR principles, in the areas of:

- **human rights and labour standards,**
- **the environment,**
- **the fight against corruption wherever we operate, whoever we work with**

Nexans autoelectric expects its suppliers to respect the same principles.

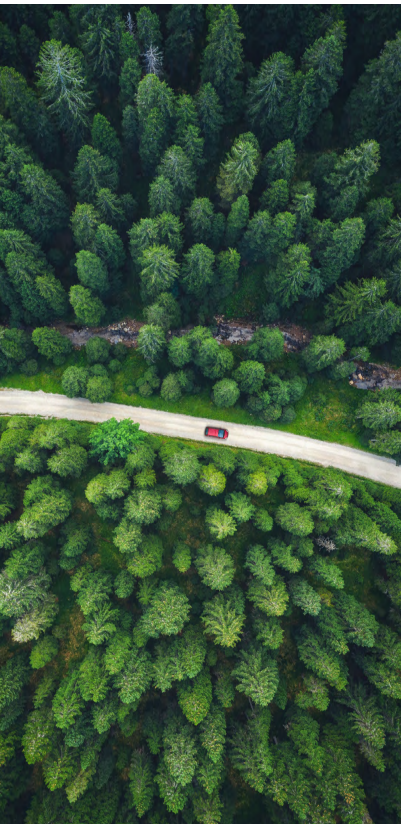
### Nexans autoelectric Purchasing's commitment to CSR

Nexans autoelectric and all subsidiaries of the Nexans autoelectric group (hereinafter: Nexans autoelectric) takes into account several criteria to award business to suppliers, the supplier CSR performance being one of the criteria. In particular, the supplier's CSR performance is based on the supplier's CSR assessment by an independent, internationally recognized CSR expert, as well as on-site CSR audits, if any. For the CSR assessment, all relevant sustainability & compliance information from our suppliers is collected and evaluated on a digital platform. Information on abstract risks (e.g. country and industry risks), daily up-to-date public information, individual assessments of suppliers (standardized questions with "yes" or "no" from relevant categories in each case), and certificates provided by the supplier are taken into account. Participation in the individual assessments, to which we commit our suppliers, is free of charge for all suppliers. We encourage all our suppliers to improve and keep their CSR assessment up to date by participating in the free individual assessments. If preferred, these results can also be used for other customers of our suppliers.

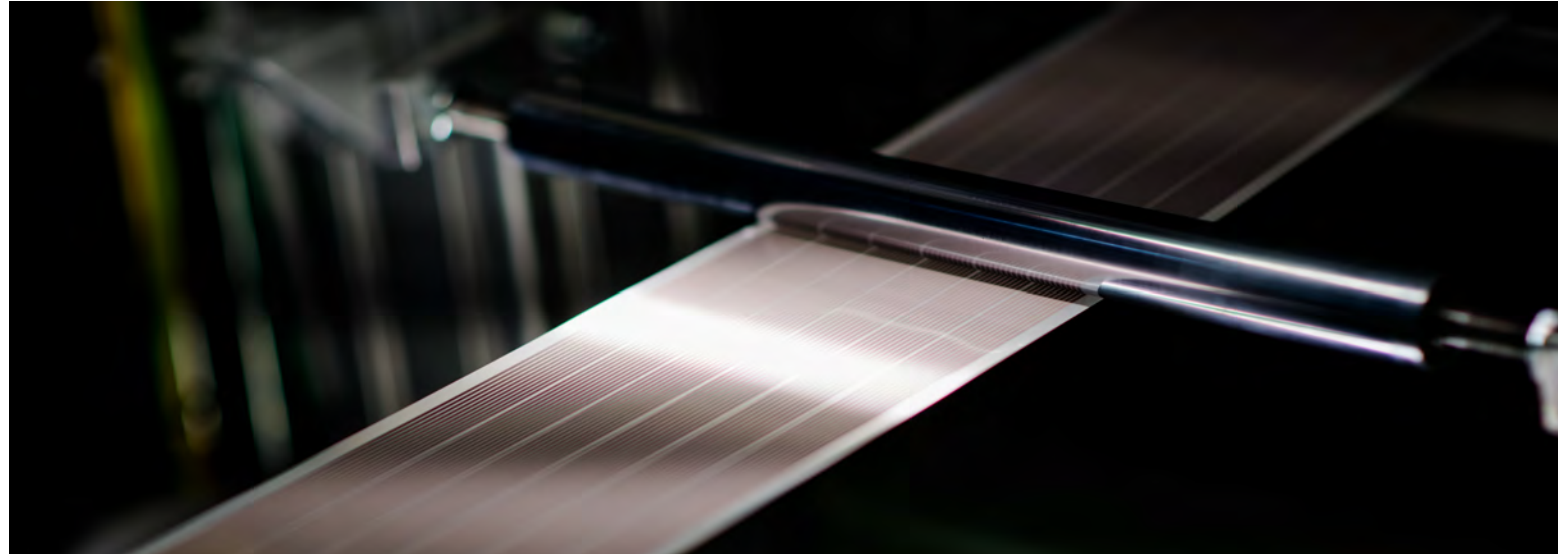
Nexans autoelectric reserves the status of preferred supplier to suppliers with a good CSR performance (among other strengths) and supports suppliers who improve their CSR performances in a continuous and sustainable way. Nexans autoelectric shall have the right, in the event of facts justifying the assumption that a supplier has violated its obligations under the Supplier CSR charter, to audit or have audited such supplier with respect to the topics regulated in the Supplier CSR charter to the extent permitted by law. Any failure to comply with the principles contained in the Supplier CSR Charter shall constitute a material breach of the Supplier's contractual obligations to Nexans autoelectric. In such a case, Nexans autoelectric reserves the right to take appropriate measures, including extraordinary termination of all contractual relationships.

### Nexans autoelectric Suppliers' commitment to CSR

Nexans autoelectric suppliers shall commit to the CSR principles described below, for all their activities and sites, and ensure that their own suppliers adhere to similar principles, including through contractual passing on of the obligations. In particular, the relevant legal regulations on due diligence in the supply chain must also be complied with and implemented. The supplier agrees to also implement any new requirements due to legal changes or requirements that are common in the industry. Nexans autoelectric suppliers shall implement a continuous improvement CSR action plan. Areas for improvement are also highlighted in the supplier CSR assessment results. Nexans autoelectric will be glad to support suppliers to identify actions and share the best practices.



# KEY PRINCIPLES



## 1. Human Rights & Labour Standards

### FORCED & CHILD LABOUR

Nexans autoelectric suppliers shall eliminate all forms of illegal, forced, or compulsory labour and modern slavery, defined as the recruitment, movement, harbouring or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

The term “children” refers to any person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts.

All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment.

Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

Workers shall not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment. Deductions from wages as a disciplinary measure shall not be permitted.

All forms of ethical recruitment and forced displacement are prohibited. Equality and respect for all rights of minorities and indigenous peoples must be guaranteed at all times.

### DIVERSITY & FAIRNESS

Nexans autoelectric suppliers shall respect equal opportunities rights and seek to provide their employees with a work environment free of discrimination or harassment of any kind whatsoever. Nexans autoelectric suppliers’ employees are treated with fairness and dignity.

### LABOUR RELATIONS

Nexans autoelectric suppliers shall respect the right of associations, in compliance with local laws. Suppliers respect the right of employees to form or join the unions and workers’ organizations of their choice and to participate in collective negotiations.

### SECURITY SERVICES

The supplier has to ensure that security services used (e.g. for site security) comply with the same standards.



# KEY PRINCIPLES



## 1. Human Rights & Labour Standards

### WORKING HOURS & TRAINING

Nexans autoelectric suppliers shall comply with local legislation regarding working hours and minimum wages and strive to provide its employees with development programs and trainings.

Notwithstanding the provisions of the local law, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers must be allowed at least one day off every seven days.

### HEALTH & SAFETY

Nexans autoelectric suppliers shall deploy necessary resources to ensure the health and safety of their employees in their workplace. Risks linked to their activities shall be identified, evaluated and either eliminated or mitigated through a health and safety management plan, established on the basis of international standards.

### GOODS AND CONFLICT MINERALS

Nexans autoelectric suppliers supplying goods containing minerals who extracted from mines, shall meet the standards of international responsible sourcing of minerals. That is of the upmost importance to prevent child labour, forced labour and the financing of armed groups in politically unstable areas.

Nexans autoelectric suppliers shall make their due diligence on the origin of the minerals they use and ensure that all the suppliers in their supply chain (up to the mines), respect the CSR principles. They shall inform Nexans autoelectric if any of the minerals integrated in the goods supplied fall into the category known as "conflict minerals". If so, suppliers are to provide the legally required information.



# KEY PRINCIPLES



## 2. Environment & Product

### ENVIRONMENT

Nexans autoelectric suppliers shall minimize impact on the environment of their activities and develop solutions for a sustainable resource management and for example solutions that contribute to preserve, save water and energy.

Nexans autoelectric suppliers shall implement environmental management principles, in order to minimize or avoid all hazardous releases to air, soil and water and greenhouse gas emissions. Suppliers shall avoid the use of hazardous substances. In the event no alternative is available, suppliers shall ensure their safe handling and disposal.

In particular, all demands for the sustainable protection of biodiversity, animal welfare, soil quality, water quality, etc. (not exhaustive) must be complied with. Land must be used in a sustainable and economical manner. Deforestation is to be avoided. Noise emissions are to be reduced. Wherever possible, renewable energies are to be used.

### PRODUCT RESPONSIBILITY

Nexans autoelectric suppliers shall incorporate environmental, health and safety criteria into their goods, in order to reduce their impact throughout their lifecycle while maintaining and/or improving their quality.

Nexans autoelectric suppliers shall provide Nexans autoelectric with all regulatory information and data relating to the goods, e.g. content of hazardous substances, safety, composition, etc.

Nexans autoelectric values suppliers proposing goods with reduced environmental impact, focusing on:

- promoting circular economy (reduce resource consumption, use recycled and/or recyclable materials, optimize durability, repairability, recyclability...)
- minimising the use of hazardous substances and scarce resources
- reducing its carbon footprint during the whole life cycle

### WASTE

Nexans autoelectric suppliers shall endeavour to reduce waste generated from their operations and ensure the disposal of such waste in a manner that is respectful to the environment. Waste must be identified, controlled, and treated.



# KEY PRINCIPLES



## 3. Ethics and Business Conduct

### ANTI-CORRUPTION

Nexans autoelectric suppliers shall ban corruption, bribes, kickbacks and other means of obtaining an undue or improper advantage. This includes the promising, offering, authorizing, giving or accepting of cash, fees, commissions, credits, gifts, favors, or anything of value that is either directly or indirectly provided in return for favourable treatment.

### MONEY LAUNDERING

Nexans autoelectric suppliers ensure compliance with the applicable legal provisions against money laundering.

### DATA PRIVACY

Nexans autoelectric suppliers shall protect, including ensure IS security of, personal data of everyone they do business with, including suppliers, customers, consumers and employees (including IS security protection).

Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

### CONFLICT OF INTEREST

A “conflict of interest” exists when an employee’s private interests supersede or interfere with his/her professional interests, or when an employee or a close relative might benefit personally from a transaction involving a supplier and Nexans autoelectric. Nexans autoelectric suppliers shall never take part in or seek to influence decision under circumstances that can create an actual or perceived conflict of interest. If Nexans suppliers become aware of a potential conflict of interest affecting Nexans autoelectric, they will, without delay, notify Nexans autoelectric.

### COMPETITION LAW

Nexans autoelectric pursues to build a business relationship based on honesty, trust, and mutual interest, and select suppliers through open and competitive bidding. Nexans autoelectric suppliers shall act in accordance with the principles of fair competition and apply standards of fair business.

### FINANCIAL RESPONSIBILITY

Nexans autoelectric suppliers are aware of their financial responsibilities and establish all necessary financial documentation and comply with all applicable legal requirements for disclosure of information.



# KEY PRINCIPLES



## 3. Ethics and Business Conduct

### PROTECTION OF INTELLECTUAL PROPERTY

The supplier shall ensure that the intellectual property of others is not infringed. Plagiarism is prohibited. The supplier shall protect its own intellectual property accordingly.

### EXPORT AND ECONOMIC SANCTIONS

The Supplier shall ensure compliance with all export control and trade sanctions regulations applicable to the Supplier and Nexans.

### WHISTLEBLOWING AND PROTECTION AGAINST DISCRIMINATION

The Supplier shall implement and maintain an effective whistleblowing system. The supplier shall also ensure that whistle-blowers are not discriminated against in any way as a result of whistleblowing.

### GIFTS & INVITATIONS

Pursuant to Nexans autoelectric internal procedure:

- Nexans autoelectric employees (including their families or relatives) must not accept gifts nor invitations. Sole exception are gifts offered purely as a courtesy, with a value lower than 35 €, and no more than once a year from the same Nexans autoelectric business partner
- Nexans autoelectric employees must not promise or offer gifts to our business partners (including their family or relatives) if the value exceeds 35 €, and no more than once a year to the same business partner, unless duly authorized by a high-ranking manager. In which case, the authorized gifts and invitations must remain within the reasonable limits fixed by applicable laws and customary commercial practices.
- Nexans autoelectric employees will never promise, accept or give gifts in cash.





# For a continuous improvement

## Continuous commitment to CSR



### **ALERT PROCEDURE**

Any supplier may use the Nexans autoelectric GmbH Incident Reporting procedure described under <https://www.nexans.de/en/company/supply-chain-due-diligence-act.html> to report any suspicion of infringement of any commitment mentioned in the present Charter, including:

- Corruption
- Anti-competitive practices
- Conflicts of interest
- Finance / banking / accounting malpractice
- Confidentiality
- Intellectual property rights
- Child / forced labour / Human Rights
- Harassment / discrimination
- Health, safety and hygiene at work
- Environmental issues

Nexans autoelectrics objective is to build long-term relationships with its suppliers. Improvement in CSR area contributes to strengthen these relationships. A key element of the continuous improvement of Nexans autoelectrics own CSR performance is our work with our suppliers.

Whatever the current CSR performance of a supplier, Nexans autoelectric values suppliers who are motivated to implement further actions for sustainable development. By signing this Charter, Nexans autoelectric suppliers formally commit to respect the above-described CSR principles and actions and to improve their CSR performance whenever possible.

**As a supplier to Nexans autoelectric, we hereby confirm that we have carefully read and understood the present Nexans autoelectric Supplier CSR Charter. We commit to implement its principles towards our employees and to ensure that our own suppliers adhere to equivalent principles and oblige them to pass on equivalent requirements in the supply chain.**

Supplier Name:

Name & Title:

Date:

Signature:



# EXAMPLES



To illustrate the CSR principles in practical terms, the present Charter contains examples of indicators monitored by suppliers with good CSR performance.

## 1. HUMAN RIGHTS & LABOUR STANDARDS

- Are your workers provided with a written employment agreement in their native language that contains a description of terms and conditions of employment?
- Do you have a whistle blowing line for harassment?
- Are your plants equipped with a time clocking device?
- Does your company monitor the number and severity of accidents? Is your machinery which presents an injury hazard to workers protected by barriers or physical guards?
- When applicable, does your company update the Conflict Minerals Reporting Template (CMRT) every year?

## 2. ENVIRONMENT

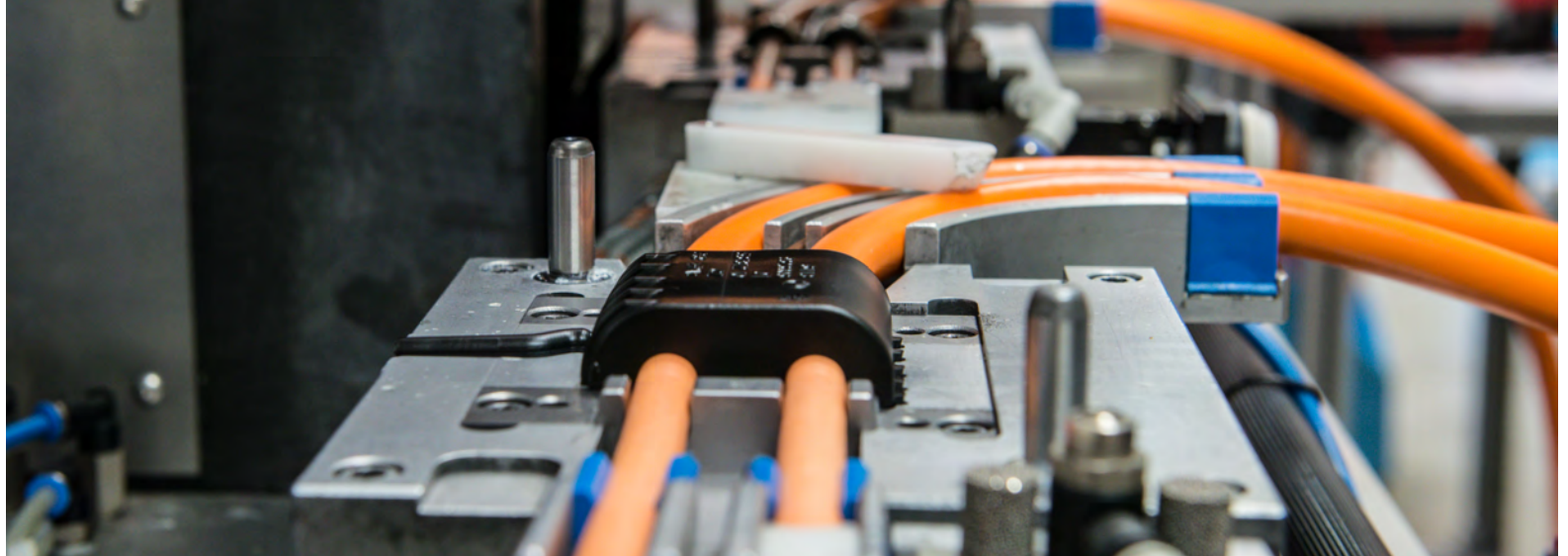
- Is your company ISO 14001 certified? Does your company monitor water/energy consumption, the use of non-renewable resources and/or greenhouse gas emissions?
- Does your company have a life cycle assessment process (ISO 14040)? Does your company measure its Carbon Footprint (ISO 14067) or comply with the Environmental Product Declaration (ISO 14025)? Have any of your products obtained a responsible production certification? Does your company monitor waste reduction and waste valorisation? Has your company taken action to reduce packaging?

## 3. ETHICS AND BUSINESS CONDUCT

- Does your company have internal procedures to ensure compliance with anti-corruption laws, such as the review and approval of all sales intermediaries?
- Does your company have an internal policy to approve and record personal expenses, gifts, hospitality and entertainment expenses?
- Has your company established a policy about meeting with competitors?
- Does your company have an ethics incident reporting system? Do your employees receive training, to enable them to identify a conflict of interest situation?



# MAIN REFERENCES



Nexans autoelectric complies with international and local laws and regulations related to CSR. The following standards were used in preparing this CSR Charter.

**Nexans autoelectric encourages its suppliers to refer to the below rules and international guidelines, as well as join initiatives related to CSR.**

- Universal Declaration of Human Rights [www.un.org/Overview/rights.html](http://www.un.org/Overview/rights.html)
- United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>
- United Nations Global Compact [www.unglobalcompact.org](http://www.unglobalcompact.org)
- Eco Management & Audit System [http://ec.europa.eu/environment/emas/index\\_en.htm](http://ec.europa.eu/environment/emas/index_en.htm)
- Ethical Trading Initiative [www.ethicaltrade.org/ILO](http://www.ethicaltrade.org/ILO) Code of Practice in Safety and Health [www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf](http://www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf)
- ILO International Labor Standards [www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm](http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm)

- ISO 14001; ISO 14040; ISO 14025; ISO 14067 and ISO 26000 [www.iso.org](http://www.iso.org)
- OECD Guidelines for Multinational Enterprises <http://www.oecd.org/investment/mne/1903291.pdf>
- OHSAS 18001 <http://www.bsigroup.com/en-GB/ohsas-18001-occupational-health-and-safety/>
- United States Federal Acquisition Regulation [www.acquisition.gov/far/](http://www.acquisition.gov/far/)
- SA 8000 <http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>
- Social Accountability International (SAI) [www.sa-intl.org](http://www.sa-intl.org)
- RoHS: EU Directive 2002/95/EC of 27 January 2003 on the restriction of the use of certain hazardous substances in electrical and electronic equipment [https://ec.europa.eu/environment/waste/rohs\\_eee/index\\_en.htm](https://ec.europa.eu/environment/waste/rohs_eee/index_en.htm)
- REACH: consolidated version of Regulation (EC) 1907/2006 on the Registration, Evaluation, Authorisation and Restriction of Chemicals <https://echa.europa.eu/regulations/reach/understanding-reach>
- Data Protection: Regulation (EU) 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data [https://ec.europa.eu/info/law/law-topic/data-protection\\_en](https://ec.europa.eu/info/law/law-topic/data-protection_en)
- National Fire Protection Association [www.nfpa.org/catalog/home/AboutNFPA/index.asp](http://www.nfpa.org/catalog/home/AboutNFPA/index.asp)

## **Conflict Minerals:**

- Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 <http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas <http://www.oecd.org/corporate/mne/mining.htm>
- EU Regulation n°2017/821 of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32017R0821>
- Rules laid down by the China Chamber of Commerce of Metals Minerals & Chemicals Importers & Exporters (MCC) <http://en.cccmc.org.cn/>

Nexans autoelectric Code of Ethics & Business Conduct, available on <https://www.autoelectric.com/en/compliance>