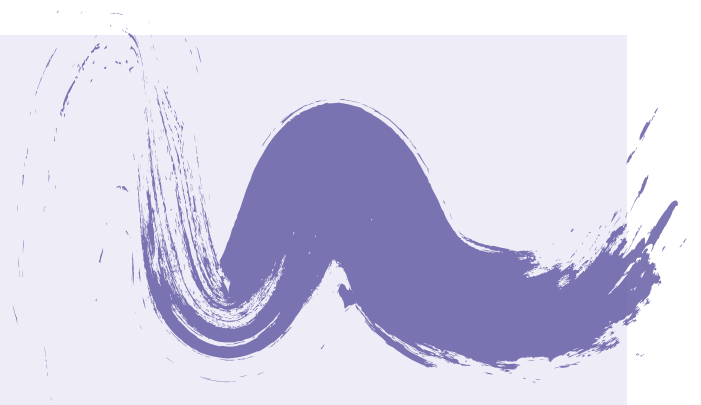


SUPPLIER CSR CHARTER

Engage with our suppliers for economic
development that respects people
and the environment





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INTRODUCTION

This charter defines Cerba HealthCare's expectations of its suppliers in terms of corporate social responsibility (CSR). It applies to all Group subsidiaries.

Cerba HealthCare's mission is to contribute to the health of all, by supporting the transition of our healthcare system towards a more preventive model. This fundamental role goes hand in hand with a broader responsibility: integrating social, environmental and ethical issues into the heart of our activities and our value chain.

Our CSR strategy is based on four main pillars:

- **Contribute to the health of all,**
- **Develop human capital,**
- **Reduce the impact of our activity on the environment,**
- **Promote exemplary business ethics.**

This ambition is reflected in concrete, measurable actions that are regularly assessed, notably via the EcoVadis platform.

Our approach, projects and results are described in detail in our CSR Report, available on the Group's website:

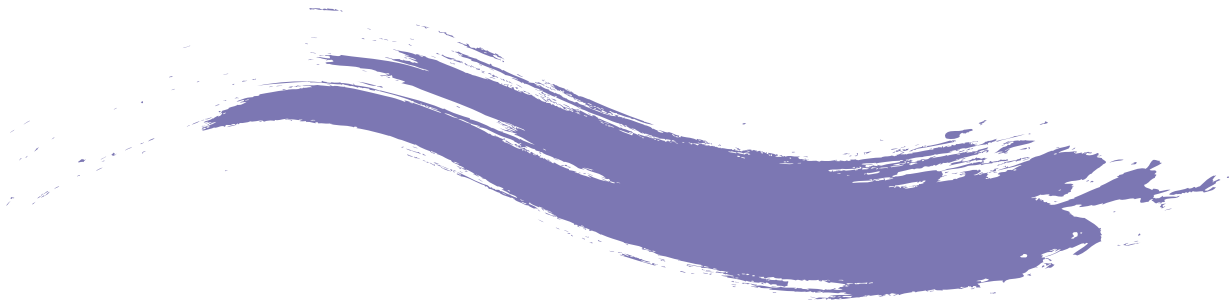
<https://www.cerbahealthcare.com/en/our-commitments>

CERBA HEALTHCARE'S COMMITMENTS TO ITS SUPPLIERS

As part of its responsible purchasing policy, the Cerba HealthCare Group strives to build lasting, balanced relationships with its suppliers. These relationships are based on transparency, mutual respect and consideration of environmental, social and ethical issues.

The Cerba HealthCare Group is committed to :

- Favoring suppliers committed to a CSR approach, particularly by considering evaluations and certifications such as those issued by EcoVadis;
- Continuously evaluating and supporting suppliers in improving their CSR performance;
- Ensuring fair compensation for suppliers to support the sustainability of their business models—such as that of Cerba HealthCare—without compromising the Group's CSR commitments;
- Preventing situations of economic dependence by exercising greater vigilance in supplier relations;
- Safeguarding the confidentiality of supplier data and the details of commercial relationships;
- Respecting the Ethics and Business Conduct Charter, available to all on the Cerba HealthCare website.



SUPPLIER COMMITMENTS TO CERBA HEALTHCARE

Suppliers must comply with the regulations, collective agreements and any supplementary agreements in force with regard to human rights, workers' rights and environmental preservation, and in particular act in accordance with the following international conventions and declarations:

- The Universal Declaration of Human Rights;
- The 8 fundamental conventions of the International Labor Organization (ILO);
- The United Nations Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises.





RESPECT FOR HUMAN RIGHTS

Cerba HealthCare attaches the utmost importance to respecting fundamental workers' rights throughout its value chain. The Group expects its suppliers to guarantee working conditions that are ethical, safe and respectful of human dignity.

Prohibition of child labor

Suppliers undertake not to employ children under 15 years of age, in accordance with ILO recommendations. In accordance with certain local legislation where a country prohibits work at a later age, Suppliers undertake to apply this approach at the older age. In addition, Suppliers undertake to prohibit overtime, hazardous work, and night work for children under the age of 18.

Prohibition of forced labor and trafficking of human beings

Cerba HealthCare Group strictly opposes any practices by its Suppliers that involve abusive or illegal labor. This includes, but is not limited to, forced labor, human trafficking, slavery, confiscation of personal documents, requiring employees to pay recruitment fees, or demanding deposits during the recruitment process. Each employee must be able to accept or resign from his position freely.

Suppliers must respect employees' freedom of movement. Suppliers may not compel workers to work to repay a debt owed to them or to a third party.

Non-use of illegal labor

Suppliers must prevent illegal, undeclared or clandestine work by following all international regulations related to these subjects.

Nondiscrimination

Cerba HealthCare Group does not tolerate its Suppliers to practice or encourage any form of discrimination related to hiring, salary, training, promotion or dismissal, on the grounds of sex, race, ethnic origin, caste, social background, religion, disability, nationality, political affiliation, trade union membership, sexual orientation, physical appearance, gender identity or any other personal characteristic.

Minimum wage

Suppliers shall pay their employees' wages in full and on a regular basis (at least monthly) and without delay, including overtime, benefits and paid holidays. The amount must be equal to or greater than the legal minimum. Wage deductions should not be used as a disciplinary measure.

Working time

Suppliers must comply with local laws and ILO conventions concerning working time. Workers may not exceed a 48-hour working week (excluding overtime), and must have the minimum number of days of leave required by local legislation, with at least one day of rest per week. Excessive overtime is prohibited.

Freedom of association

Cerba HealthCare Group requires its Suppliers to recognize and enforce the right of workers to collective bargaining, to form their own unions and to join the unions of their choice, without any hindrance, interference, sanction or discrimination related to these activities. Suppliers must offer representatives the opportunity to exercise their rights. It is forbidden to use intimidation, threats or discriminatory practices against staff representatives.

Occupational Health and Safety

Suppliers shall provide their employees with a safe working environment to prevent the risks and dangers of injury or accidents related to the use of chemicals, industrial machinery and equipment, both in and out of the workplace in the course of their work.

Suppliers must also comply with established safety processes and controls to prevent the occurrence of hazardous incidents, and undertake to implement the necessary measures in the event of major incidents.

Procedures must be formalized, safety instructions must be posted and communicated, and training must be provided on topics such as fire safety, first aid, hazardous and non-hazardous waste management, the handling of chemical products and substances, and the use of hazardous materials.

Prohibition of harassment and abuse

Suppliers must treat their workers with respect and dignity. Suppliers undertake to refrain from and prohibit any behavior or practices involving any form of corporal punishment, physical, sexual, verbal or psychological harassment or any other form of abuse.

Local communities

Suppliers undertake to respect and interact positively with local communities in the areas in which they operate in order to avoid possible damage, and commit to applying this requirement to all suppliers with whom they do business. Suppliers shall also undertake to respect the rights of indigenous peoples as defined by the United Nations Declaration.

RESPECT FOR THE ENVIRONMENT

The Cerba HealthCare Group is working to reduce the environmental impact of its activities, particularly in terms of energy, transport and waste management.

The Group is implementing concrete actions: optimizing logistics flows, using less carbon-intensive energy, reducing packaging and disposable products, improving waste sorting, and developing circular economy practices.

In line with the Paris Agreement, Cerba HealthCare has been following a carbon trajectory validated by the Science Based Targets initiative (SBTi) since 2022. This commitment requires the Group to reduce its carbon emissions by 42% in scopes 1 and 2 between 2022 and 2030, and by 25% in scope 3, which primarily includes purchasing, logistics and waste management.

The Group expects its Suppliers to adopt solutions with a low environmental footprint throughout the life cycle of their products and services.



Reduction of greenhouse gas emissions

Suppliers undertake to measure and reduce their energy consumption and greenhouse gas (GHG) emissions.

Management of waste and its impact

Suppliers shall endeavor to reduce the waste generated by their activities and to propose, where possible, circular solutions enabling the recovery and reclamation of waste from their products or services for Cerba HealthCare. They shall ensure that their hazardous and non-hazardous waste is managed, treated, stored and disposed of in accordance with current regulations.

Reduction of water consumption and pollution

Suppliers must ensure compliance with local regulations to treat and safely dispose of wastewater associated with their production processes.

Management of chemical substances

Suppliers undertake to implement a safe chemical substance management system and to ensure the chemical compliance of products and raw materials with applicable national and international regulations (e.g. REACH regulations).

Respect for animal welfare

Suppliers undertake to treat animals humanely and to minimize their stress and pain. Animal testing should only be carried out after assessing the possibility of replacing animals, reducing the number of animals tested, and refining procedures to minimize distress. Suppliers shall give preference to alternative solutions when they are scientifically valid and acceptable to regulating authorities.

BUSINESS ETHICS

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The Cerba HealthCare Group considers integrity and transparency to be of fundamental importance in all its business relationships. Compliance with ethical rules, particularly in terms of anti-corruption, fair competition and data protection, is an essential condition for collaboration. The Group expects its suppliers to share these principles and to incorporate them into their business practices.

Non-corruption and money laundering

Suppliers must undertake to comply with all anti-bribery regulations. They must apply fair business practices, in accordance with antitrust and fair competition regulations.

They are therefore prohibited from offering Cerba HealthCare Group employees any advantage (free goods or services) that would aim to facilitate their activities with the Group.

The Group expects its Suppliers to take appropriate measures to prevent, detect and sanction any direct or indirect corruption or influence peddling within the scope of their activities and those of their suppliers. This includes the prohibition of so-called facilitation payments and any other benefits granted to public officials in return for the performance of routine actions.

Data Privacy

Suppliers must comply with applicable laws and contractual requirements regarding the storage, transmission, protection, disclosure and use of confidential information. This information may include, without limitation, personal data of any individual, confidential data relating to Cerba HealthCare and intellectual property rights (patents, trademarks, copyrights).



Absence of conflict of interest

Cerba HealthCare requires its Suppliers to make every effort to prevent situations creating a real, apparent or potential conflict of interest in their business relationship with any entity of the Cerba HealthCare Group.

Compliance with competition law

Suppliers undertake to take all appropriate measures to prevent abuses of dominant positions, concerted practices or unlawful agreements between competitors, such as price fixing agreements, market allocation arrangements, or boycotts limiting the production of certain products.

INFORMATION SHARING

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Upon request from Cerba HealthCare, suppliers may be asked to share:

- Their social, societal and environmental commitments and the associated data with the Cerba Healthcare Group entities with which they work;
- An assessment of their CSR performance, based in particular on certificates and independent, recognized CSR assessment tools;
- Information about their own suppliers, to allow access to their respective premises, staff and employees for inspection audits and verifications.

DIFFUSION OF THESE PRINCIPLES TO BUSINESS PARTNERS

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Suppliers undertake to promote the principles of this charter among their own suppliers and subcontractors.

SUSPENSION TERMS

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Cerba HealthCare reserves the right to terminate the contract if the Supplier violates the principles set forth in the Charter and/or refuses to take the steps necessary to resolve any non-conformities brought to its attention.



SUPPLIER COMMITMENT TO THE CERBA HEALTHCARE SUPPLIER CSR CHARTER

I hereby certify that my company has read and understood Cerba HealthCare's Supplier CSR Charter and is committed to complying with its principles, implementing them within its operations, and cooperating in good faith with Cerba HealthCare to support their follow-up.

This commitment remains valid for the entire duration of the business relationship with the Cerba HealthCare Group.

Name of the signing company (or official stamp):

Date:

Signature (including name and position):



Cerba HealthCare

Valeria Maio, Chief Sustainability Officer

valeria.maio@cerbahealthcare.com

Mireille Emery, Group Purchasing Director

mireille.emery@cerbahealthcare.com

