

Responsible purchasing charter

As a major player in the chemical sector, MINAKEM is committed to a Corporate Social Responsibility approach. As a signatory of "Responsible Care®", we also want our suppliers and subcontractors (hereinafter the "Suppliers") to commit to this approach in four areas:

1. Respect for human rights at work

We ask our Suppliers to guarantee a working environment that respects human rights. To this end, our Suppliers commit to

- Prohibit child labour,
- Prohibit the use of forced labour,
- Respect the local regulations in force in terms of employees' rights,
- Prohibit and prevent all discrimination and harassment in the workplace.

2. Environment

We ask our Suppliers to ensure that their working methods are environmentally friendly. To this end, our Suppliers undertake to:

- Have all the necessary authorisations and permits to carry out the activity,
- Comply with local environmental regulations,
- Limit the environmental impact of industrial activities by ensuring that:
 - Manage and treat waste by limiting the quantities emitted and promoting recycling and recovery
 - Treat and reduce emissions into the air and aqueous waste,
 - Prevent all forms of pollution, including accidental pollution,
 - Reduce energy consumption,
 - Prevent industrial risks by implementing process safety management

3. Health and safety

We ask our Suppliers to ensure a working environment that is conducive to the preservation of the health and safety of their employees. To this end, our Suppliers undertake to:

- Comply with local health and safety regulations,
- Have a health and safety management system,
- Provide appropriate training for employees,
- Have an operational and regularly tested emergency management system.

4. Ethics

We require our Suppliers to operate in an ethical manner. To this end, our Suppliers commit to:

- Comply with all locally applicable laws,
- Not tolerate bribery or extortion,
- Operate in a spirit of fair competition and avoid conflicts of interest,
- Protect intellectual property by not disclosing confidential information.

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