

## **CHARTER FOR SUSTAINABLE DEVELOPMENT BETWEEN ARPEGE MASTER K AND ITS SUPPLIERS AND SUB-CONTRACTORS**

### **INTRODUCTION**

ARPEGE MASTER K is a conceiver and manufacturer of high-tech industrial weighing solution and material that is a major player in the markets for systems, equipment and services in the field of industrial weighing. ARPEGE MASTER K serves markets that are key to global economic development and social progress in France, Europe and everywhere in the world.

ARPEGE MASTER K is a successful French company, focused on leadership in its activities and driving customers' satisfaction through effective project execution.

ARPEGE MASTER K is firmly pursuing a strategy of profitable growth and offers to its customers innovative solutions at the leading edge of technology.

Sustainable development is a core value within ARPEGE MASTER K. It is a strong component of ARPEGE MASTER K's strategy and means responding strongly and actively to ARPEGE MASTER K's stakeholders' societal needs and anticipating new environmental, social and economic developments.

By joining the Global Compact UN initiative which invites companies to embrace , supports and enact a set of core values in the areas of human rights, employment standards, environment and ethics, ARPEGE MASTER K is committed to the highest standards of business conducts and ethics which are summarized in ARPEGE MASTER K's Code of Ethics. This code provides the reference for proper conduct in day-to-day business for every ARPEGE MASTER K employee.

ARPEGE MASTER K has implemented a sustainable development initiative in the Company with Sourcing as one of the key components. ARPEGE MASTER K requests its Suppliers and Sub-contractors to take part in this initiative by committing themselves in a continuous improvement approach towards the principles listed in this Charter for Sustainable Development.

## **PRINCIPLES**

For all the principles listed in the following sections, ARPEGE MASTER K Suppliers and Sub-contractors have to be compliant with United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization and any other relevant international convention, national and local regulations, which are applicable to their activities in the countries in which they operate. If the principles promoted by ARPEGE MASTER K in this Charter for Sustainable Development are more demanding, they will be used as the applicable contractual reference.

### **1 – LABOUR STANDARDS**

ARPEGE MASTER K Suppliers and Sub-contractors shall comply with the following:

- Elimination of all forms of illegal, forced or compulsory labour;
- Recourse to child labour: ARPEGE MASTER K Suppliers and Sub-contractors shall never employ persons under the minimum age required for work, and shall never support the use of child labour, except as part of an official government – educational approved youth training scheme;
- Elimination of discrimination of any kind in respect of employment and occupation;
- Working hours: ARPEGE MASTER K Suppliers and Sub-contractors shall ensure their employees benefit from the right to a proper rest;
- Decent level of remuneration: ARPEGE MASTER K Suppliers and Sub-contractors shall comply with applicable regulations related to the minimum level of wage.
- ARPEGE MASTER K Suppliers and Sub-contractors shall respect freedom of association for their employees, in compliance with local law.

### **2 – ETHICS**

ARPEGE MASTER K Suppliers and Sub-contractors shall conduct their activities in compliance with the principles of ARPEGE MASTER K's Code of Ethics, notably with respect to principles of honesty and fairness, respect of regulations applicable to competition and elimination of bribery and corruption in business transactions.

### **3 – ENVIRONMENT**

ARPEGE MASTER K Suppliers and Sub-contractors shall implement and pursue policies that contribute to the preservation of natural resources to the maximum extent possible by using efficient engineering technologies.

ARPEGE MASTER K Suppliers and Sub-contractors shall limit the waste of material and process substances and ensure the safe disposal of such waste.

ARPEGE MASTER K Suppliers and Sub-contractors shall avoid the use of toxic substances wherever possible. In the event no alternative is available ARPEGE MASTER K Suppliers and Sub-contractors shall minimise the use of toxic substances and ensure their safe handling and disposal.

ARPEGE MASTER K strictly prohibits the use of asbestos in any equipment and packaging supplied to ARPEGE MASTER K or to its customers.

ARPEGE MASTER K Suppliers and Sub-contractors shall promote the development of environmentally friendly technologies (controlling pollutant and CO2 emissions) as well as energy saving and recycling solutions, and implement logistics strategies that minimise environmental impact (notably with respect to storage, transshipment and transportation).

#### **4 – OCCUPATIONAL HEALTH AND SAFETY**

ARPEGE MASTER K Suppliers and Sub-contractors shall ensure that their activities are safe for the health of their workers and employees, their own contractors, the local community and in general the users of their products.

ARPEGE MASTER K Suppliers and Sub-contractors shall adopt a proactive attitude to health and safety issues. Risks linked to their activity shall be identified and evaluated. ARPEGE MASTER K Suppliers and Sub-contractors shall take appropriate measures to limit and where practicable avoid such risks.

ARPEGE MASTER K is working actively to continuously improve the safety of all people working on its sites. Because people's physical integrity may be at stake, ARPEGE MASTER K requires its Suppliers and Sub-contractors to take part in achieving high standards of occupational safety when performing work at ARPEGE MASTER K's sites and at client's site. In this respect, ARPEGE MASTER K Suppliers and Sub-contractors shall be responsible for immediately notifying the existence of any abnormal situation observed to the relevant ARPEGE MASTER K site managers.

#### **5 – PRODUCTS AND SERVICES**

ARPEGE MASTER K Suppliers and Sub-contractors shall integrate the environmental, health and safety criteria into their products and service development in order to reduce negative environmental, health and safety impacts from their products during their total life cycle, while maintaining and/or improving the quality of usage of their products.

#### **IMPLEMENTATION AND CONTINUOUS IMPROVEMENT**

This Charter for Sustainable Development constitutes an integral part of all contractual documents issued by ARPEGE MASTER K with its Suppliers and Sub-contractors, worldwide.

ARPEGE MASTER K expects its Suppliers and Sub-contractors to cascade the principles contained in this Charter for Sustainable Development to their own suppliers and sub-contractors and to implement a similar continuous compliance / improvement approach.

The supplier accepts to be assessed or audited by ARPEGE MASTER K or by a third party mandated by ARPEGE MASTER K on the above-mentioned principles.

Compliance and progress towards the above-mentioned principles is part of ARPEGE MASTER K Suppliers and Sub-contractors overall assessment. Suppliers and Sub-contractors shall freely determine their appropriate improvement action plans to increase their performance in the field of sustainable development.

ARPEGE MASTER K together with its Suppliers and Sub-contractors shall on a regular basis examine the improvements achieved by such Suppliers and Sub-contractors. Since ARPEGE MASTER K is building its relationship with its Suppliers and Sub-contractors towards a continuous improvement approach, ARPEGE MASTER K may cooperate in the definition and the implementation of improvement action plans, whenever necessary.

## **UNDERTAKING**

The implementation and continuous improvement of the principles contemplated in this Charter for Sustainable Development is a primary concern in ARPEGE MASTER K's sustainable development policy.

By remitting an offer to ARPEGE MASTER K and/or entering into a contractual relationship with ARPEGE MASTER K, Suppliers and Sub-contractors undertake (i) to comply with the principles of this Charter for Sustainable Development and (ii) to collaborate with ARPEGE MASTER K to implement a performance improvement action plan in accordance with these principles.