

Supplier Charter

Sustainable Development



Sustainability aims to combine economic performance, social equity and respect for the environment. The stakes have grown under the effects of the globalisation of trade and the world's expanding population.

Companies that commit themselves to Sustainable Development choose to act as responsible Corporate Citizens in society. Economic growth, social cohesion and protecting the environment all necessarily do in tandem. Instead of constraints to be worked around, the requirements of Sustainable Development are seen as key investments that are central to a company's strategy.

International Cookware Group was inspired by the United Nations Global Compact and is willing to adhere and to promote its 10 principles, which cover human rights, labour, the environment and ethics.

In this framework, numerous initiatives have been carried out in all the Group's units, throughout the world. Here are some examples:

- Constant innovation in the manufacturing process, enabling reductions in the consumption of energy and raw materials required
- Implementation and monitoring of social and environmental indicators
- Raising employees' awareness of sustainable development, particularly the sorting and recycling of waste
- Optimisation of logistic flows
- Launch of new eco-friendly materials and new designs meeting consumers' needs and expectations
- Reduction in consumables in offices
- Development of employees' skills through training programmes
- Information for employees on corporate events through communication and in-house events
- Measures to combat discrimination at the workplace and the hiring of personnel
- A continuous improvement policy on the basis ISO 14001, ISO 9001, ISO 50001 and OHSAS 18001 standards
- Running in-house sheltered workshops to provide work opportunities for people with disabilities and disadvantaged young people.
- The annual publication of a report presenting actions carried out related to sustainability.

Through this charter, International Cookware Group and its subsidiaries (hereafter referred to as ICG) wish to raise their suppliers' awareness of these ethics and principles, and call upon them to employ the same standards within their own sphere of influence.

All supplier of ICG, ie all commercial entities linked to ICG by supply, subcontracting or service contracts, are required to familiarise themselves with the present charter and to confirm their commitment to these principles prior to providing any goods or services.

In signing this charter, suppliers pledge to abide by the requirements stipulated below, at a minimum, and to carry out any necessary improvement plans at the request of ICG, according to any calendar it may stipulate. Suppliers are responsible for their own supply chains; they must commit themselves to encouraging their own subcontractors and suppliers of goods and services to enforce compliance with these rules.

Application of the International Cookware Group charter

All suppliers and subcontractors of ICG acknowledge that any failure to comply with these values may be considered a breach of their contractual obligations and, depending on the seriousness of the infringement, may constitute grounds for the cancellation of the contract.

I. HUMAN RIGHTS

Suppliers pledge to conduct themselves in an ethical manner and to promote and respect international law on human rights. Suppliers must ensure that they are not complicit in human rights abuses.

II. LABOUR STANDARDS

Suppliers will apply the laws and regulations that are applicable in the countries in which they operate in their relations with their own personnel and abide by the standards laid down by International Labour Organization (hereafter referred to as ILO) with regards to workers' rights. In particular, suppliers undertake not to make use of any form of forced or compulsory labour or child labour, not to engage in any form of discrimination, and to guarantee freedom of association.

- The eradication of forced labour

Suppliers undertake not to make use of forced labour, which is defined in ILO conventions as any work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. Certain cases are excluded from this provision, however, e.g. military service, civic obligations demanded of the citizens of a country, and emergency situations.

- The effective abolition of child labour

Suppliers pledge not to employ people of below the legal minimum working age stipulated by national legislation or ILO conventions, and to base themselves on the higher of these two ages. In general, the minimum working age is 15 or, if it is greater, the age of the completion of compulsory schooling or the minimum age of hiring.

- The fight against discrimination

Suppliers will treat their employees justly and fairly. They will practice no form of discrimination on the grounds of racial origin, religious beliefs, age nationality, social or ethnic origin, sexual orientation, gender, political opinions or disabilities.

- The fight against coercion and harassment

Suppliers will treat every employee with dignity and respect and will not resort to corporal punishment, threats of violence or any other form of harassment or physical, sexual, psychological or verbal abuse.

- Freedom of association

Suppliers will recognise the right of employees to freely associate, organise and bargain collectively in a calm manner and in accordance with the law, without penalty or interference.

- Compensation

Suppliers must comply, at a minimum, with all laws and regulations in force relating to wages and working hours, particularly those pertaining to minimum wages, overtime, maximum working hours, piece rates and other elements of compensation. Except under exceptional circumstances for the company, suppliers must not demand that their employees work more than the shortest of the following working hours: (a) 48h per week and 12h of overtime or (b) the legal maximum for the number of hours of normal working and overtime, or (c) if there are no laws to restrict working hours, the normal working week for the country in question plus 12h of overtime. In addition, except under exceptional circumstances for the company, employees are entitled to at least 1 day off per period of 7 days.

Compensation paid for overtime worked by manufacturers' employees complies with the legal overtime rate in force or, in absence of regulations, at a rate that is at least equivalent to the regularly hourly rate practised.

- Health and safety

Suppliers will ensure that their operations are not harmful to the health and safety of their employees, subcontractors or other personnel involved in the operations, neighbouring communities and users of their products. They undertake to abide by the regulatory requirements applicable in their country and by contractual stipulations laid down by ICG.

- Sanitation

Suppliers must provide their employees with a safe and healthy workplace, in compliance with all laws and regulations in force, and, at a minimum, reasonable access to drinking water and sanitary facilities, fire safety, and adequate lighting and ventilation. Suppliers will also ensure that the same health and safety standards of sanitation apply to any accommodation they provide for their employees.

III. ENVIRONNEMENT

Suppliers will comply with all legislation and regulations concerning the protection of the environment and implement any actions that may be necessary to limit the environmental impact of its operations. To this end, they must define a policy for managing and improving its facilities and its logistics in order to protect the environment.

Suppliers must adopt a precautionary approach to environmental issues and undertake initiatives designed to promote greater environmental responsibility.

Suppliers must commit themselves in particular to reducing nuisance to local residents, energy consumption, emissions discharged into water, the air and the ground, and waste they generate in the various phases of manufacture, on-site installation and marketing.

- Hazardous substances

Suppliers undertake to familiarise themselves with, and comply with regulations in force pertaining to hazardous substances, such as REACH, the European regulation that deals with the registration, evaluation and authorization of chemical substances and with restrictions applicable to these substances.

Suppliers that are not headquartered in the European Union must designate an exclusive representative within the European Union who will be responsible for registering and/or pre-registering, as necessary, substances contained in preparations or released by products or packaging. The exclusive representative's name must be communicated systematically to ICG. A copy of the contract concluded between the supplier and the exclusive representative may be requested by ICG.

Suppliers undertake to complete documents relating to REACH that are forwarded to them by ICG, and to return them signed.

Suppliers will provide ICG on request, with pre-registration, registration, notification or authorisation reference numbers for substances, safety information sheets, and more generally all the information in their possession to enable a substance to be used.

- Packaging and delivery

Suppliers will introduce improvement measures seeking to reduce the amount of packaging employed and encouraging re-use and recycling.

Suppliers undertake to favour the most environmental-friendly methods of transportation to deliver products, whether carried out by their own means or through the choice of

appropriate transport contractors, in order to minimise greenhouse gas emissions.

IV. FIGHT AGAINST CORRUPTION

Suppliers undertake to comply with all laws and regulations in force, including those pertaining to manufacturing, pricing, selling and distributing goods.

Suppliers will refuse to carry out any action that is liable to falsify or distort free competition and infringe competition laws.

- Fairness and honesty

Suppliers will reject any form of corruption. In particular, they undertake not to contact or attempt to contact employees of ICG with fraudulent intent. More generally, they undertake to employ fair sales techniques, excluding any aggressive or deceptive practices such as the publication of dishonest advertising, sales practices linked to another product or service, or failure to comply with data protection legislation.

- Intellectual property

Suppliers will comply with all national legislation and international treaties in force with respect to intellectual property and will refrain from violating the intellectual property rights of ICG or any third party.

Suppliers will honour all confidentially or non-disclosure agreements in force. Furthermore, suppliers may only refer to their cooperation with ICG or make use of trademarks owned by ICG on condition of obtaining prior written authorization.

All references to "laws and regulations in force" in the present charter include local and national codes and regulations as well as such treaties and voluntary standards adopted by the industry that may be in force.

Each charter takes effect on the day of signature and its validity is permanent unless and until terminated in writing.

Date de la signature :

Société :

Madame, Monsieur :

En qualité de :

Cachet et signature