

RESPONSIBLE SALES POLICY

CHAPSVISION GROUP

Introduction

This Responsible Sales Policy defines the principles designed to ensure ethical relations between Chapsvision Group and its customers, regarding social, ethical and environmental issues and complying with applicable laws and regulations, as well as its commitments to corporate social responsibility (CSR).

Chapsvision's commitments

Chapsvision Group is committed to comply and promote 10 principles set out in the United Nations Global Compact, as well as the fundamental conventions of the International Labour Organization.

In its relationship with customers, Chapsvision Group reinforces its commitment to Corporate Social Responsibility by respecting and promoting good sales practices.

Customer commitment

Each customer undertakes to respect provisions of the Universal Declaration of Human Rights, the United Nations Global Compact and the International Labour Organization, as well as all applicable national and international regulations.

Each customer undertakes to implement effective means, policies and procedures, in particular with regard to the following principles:

- **Social commitments**

Freedom of association and effective recognition of the right to collective bargaining

Respect freedom of association and protect the right to organize, as well as employees' right to collective bargaining.

Forced or compulsory labor

Refrain to engage in slavery or forced or compulsory labor, defined as any work or service which is exacted from any person under the menace of any penalty or to which the said person has not consented.

Child labor

Prohibit the use of workers under the age of 18 for dangerous and/or night work, and respect the minimum legal age limit for admission to employment defined in the country of operation. Whatever the legislation, never employ children under the age of 15.

Discrimination in employment

Refrain from any practice that discriminates between people because of their age, sex, religious beliefs, political opinions, sexual orientation, social or ethnic origin, disability, family responsibilities, nationality, surname, physical appearance, or any other consideration. Promote equal treatment and equal opportunities.

Working hours and remuneration

Comply with all applicable regulations concerning working hours and employee compensation, including overtime.

Health and safety

Ensure that the workplace and its environment do not adversely affect the physical integrity and health of employees.

Implement a health and safety policy aimed at guaranteeing every employee a safe and healthy workplace, and maintaining an environment in which people's dignity is respected.

- **Ethical commitments**

Fight against fraud, corruption, and conflicts of interest

Fight against all types of fraud. Prevent and reject corruption (active/passive, private/public, direct/indirect), in particular not offering or accepting any consideration with a view to obtaining or granting an undue advantage.

Avoid conflicts of interest likely to impair the ability of employees to behave objectively and impartially, particularly when personal interests are likely to interfere with professional interests.

Compliance with competition law

Comply with all applicable laws and regulations relating to anti-competitive practices, including but not limited to price fixing, cartels or abuse of a dominant position.

Prohibition of money laundering

Refrain from implementing or participating in any practice constituting the laundering of assets, income or capital.

- **Environmental commitments**

Taking environmental issues into account

Design products and services that take environmental issues into account. Eliminate or reduce potential environmental risks. Implement an environmental strategy designed to monitor performance in terms of environmental policy with a view to continuous improvement.

Sustainable use of resources

Measure and reduce its impact on the environment by reducing greenhouse gas emissions, the use of resources (energy and water) and non-renewable raw materials. Promote and encourage the use of environmentally-friendly products and renewable and recyclable materials. Control and limit discharges into the air, water or ground of materials, emissions or substances that may constitute a danger to the environment, in accordance with applicable regulations and the thresholds set by current French standards.

Waste management

Raise employee awareness of waste production and make them aware of their responsibilities. Set up systems to limit waste and optimize recycling.

- **Responsible purchasing**

We take social, ethical and environmental criteria into account in our relations with customers, service providers and partners, in particular by implementing responsible purchasing and sales policies.

Conclusion

The customer undertakes to have the present Responsible Sales Policy signed and/or distributed to each of its customers, service providers or partners, and must ensure that they comply with the provisions it contains. Any non-compliance with this Policy by the customer must be immediately brought to the attention of the Chapsvision Group. The customer then undertakes to put in place the necessary corrective measures, as quickly as possible, to remedy the breach. In the event of serious non-compliance, or if corrective measures are not implemented satisfactorily or within an acceptable timeframe, the Chapsvision Group is authorized to terminate relations with any customer.