



# Responsible and Ethical Procurement Charter between LBP AM and its suppliers

2024-2026

In joining the United Nations Global Compact, LBP AM pledged to comply with, and promote, in all its investment activities, principles pertaining to human rights, labour law, the environment (the Paris climate agreement in particular), anti-corruption and responsible procurement.

Furthermore, in accordance with French Law n° 2016-1691 of 9 December 2016 pertaining to transparency, combatting corruption, and modernising the economy (the “Loi Sapin 2”) and with Law n° 2017-399 of 27 March 2017 pertaining to due diligence by parent companies and order-placing companies, LBP AM pays special attention to its obligations, particularly in terms of combatting corruption and preventing risks to human rights, fundamental freedoms, healthcare, and personal safety and environmental risks arising from its own activities, those of its suppliers, and those of its sub-contractors.

As a subsidiary of La Poste, LBP AM’s Corporate Social Responsibility (CSR) policy has been laid out in accordance with the Group’s responsible procurement policy in accordance with legislative requirements.

This document formalises the commitments expected from our suppliers regarding our values of openness, ethics, equity, solidarity, and sustainable development, and our Group’s zero-tolerance policy with regard to any form of corruption.

LBP AM invites its suppliers to commit to responsible development by adhering to this charter.

LBP AM wishes to associate its suppliers with a joint progress-oriented approach, in order to identify points of weakness and the measures desired for protecting the environment, human rights and working conditions.

## **LBP AM’s commitments**

LBP AM’s CSR policy is based on the commitments it has made to its stakeholders:

### Commitments to its customers:

- To promote access (physical and digital) by everyone to its financial products and services.
- To guarantee an ethical and quality customer relationship.
- To design and offer responsible products and services.
- To systematically offer thorough management of extra-financial risks.

### Commitments to its employees:

- To support mobility and to train employees.
- To promote quality working conditions and its employees’ well-being.
- To ensure equal opportunity in recruiting, career paths and promotions.

### Commitments to society and local development:

- To promote local development and local economy.
- To engage with our suppliers within our procurement policy.
- To support employees’ civic commitments.

### Commitments to the planet:

- To reduce LBP AM’s direct environmental footprint.
- To control the environmental footprint of our products and services.
- To promote the emergence of a circular economy.

## Responsible procurement policy and the role of procurers

The Responsible Procurement Policy<sup>1</sup> is a structural element of LBP AM's CSR approach and allows the Chief Procurement Officer to ensure that LBP AM's suppliers' practices adhere to the Group's values.

LBP AM's procurers monitor on a daily basis compliance with the code of professional ethics and enforcement of principles of equal treatment, transparency and independence with regards to suppliers.

To engage in dialogue and ensure a joint continual improvement approach, the Responsible Procurement Policy is based on four pillars:

- Enforcing and promoting fundamental rights throughout supply chains;
- Reducing the negative impact of our procurements and of our suppliers on the environment, and encouraging positive impacts;
- Using procurements to promote social inclusion and to contribute to the development of the local economic and social fabric;
- Consolidating responsible and ethical relationships with our suppliers.


## Supplier commitments

In accepting this Charter, suppliers pledge:

- To comply with the principles of the United Nations Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work, aiming in particular to combat forced labour, child labour and discrimination.
- To develop within their company management practices and working conditions that respect human dignity and worker rights, in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.
- To refrain from any form of work that, owing to the conditions in which it is carried out, may harm worker health or safety.
- To comply with social and environmental regulations, to undertake actions to promote greater social and environmental responsibility, and to move closer to the best practices in their profession, particularly in terms of reducing greenhouse gas emissions.
- To set up a transport policy that aims to give precedence to forms of transport emitting the lowest amount of carbon dioxide (CO<sub>2</sub>).
- To integrate recyclability criteria from the product design phase on, or to prioritise use of environmentally friendly products, in accordance with the Paris climate agreement.
- To limit end-waste in the production, transport and end-of-life treatment of their products.
- To implement the measures necessary for complying with the principles laid out in this Charter throughout the design, supply and manufacturing chains of products or services that they offer to LBP AM, including at business that may do in countries that have not signed the ILO conventions.
- To comply with all international anti-corruption standards, regulations and laws.

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<sup>1</sup> You may find the final version of our Responsible Procurement Policy on our website.

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- To refrain from offering or soliciting, directly or indirectly, benefits, invitations, gifts, money or anything similar for the purpose of obtaining an undue benefit (deal, contract, etc.).
  - To share its good practices, so that LBP AM may benefit from them.
  - To enforce this Charter with its own subcontractors and suppliers.
  - To host external auditors in charge of ensuring compliance with these principles and to take corrective action in the event that any failings are identified.



## THE 10 PRINCIPLES OF THE GLOBAL COMPACT

### *Human rights*

1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and
2. Make sure that they are not complicit in human rights abuses.

### *International labour standards*

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labour;
5. The effective abolition of child labour; and
6. The elimination of discrimination in respect of employment and occupation.

### *Environment*

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

### *Anti-corruption*

10. Businesses should work against corruption in all its forms, including extortion and bribery.

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#### LBP AM

LBP AM, a *société anonyme à directoire and conseil de surveillance* [joint-stock company governed by a management board and a supervisory board] with authorised capital of 12,138,931.20 euros. Registered office located at: 36, quai Henri IV 75004 Paris, France. Entered into the Paris Registry of Trade and Companies (RCS) under n° 879 553857. Certified as a portfolio management company by the French Financial Markets Authority (AMF) under n° GP-20000031. APE code: 6630Z.

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