POLIFLUX
PROCESS TUBING EQUIPMENT

Supplier Code of Conduct

V1 – February 2026

23 rue Guilloux / 69230 St Genis Laval / +33 (0)4 72 67 07 40 / +33 (0)4 72 67 07 49 / SAS au capital de 120 000 €

Preamble

In a rapidly changing world, Poliflux, a company specialized in the distribution of technical components such as pressure gauges, valves, and fittings for pure fluids and gases in the pharmaceutical, cosmetics, and food sectors, affirms its commitment to responsible purchasing. This commitment seeks to balance economic performance with quality, traceability, social responsibility, and environmental protection, in line with the priorities identified through our simplified Double Materiality Assessment (DMA) and our broader CSR policy.

Poliflux conducts an annual EcoVadis assessment to evaluate and strengthen its CSR practices and has measured its greenhouse gas emissions across Scopes 1, 2, and 3 for the last three financial years. These results inform both our sustainability roadmap and our purchasing strategy.

Poliflux structures its supplier relationship approach around four core pillars:

- **Integrity, ethics, and transparency** in supplier relationships
- **Respect for human rights and working conditions** throughout the supply chain
- **Reducing environmental impacts**, particularly those linked to transport and the materials used in our products, in line with our greenhouse gas reduction pathway (Scopes 1, 2 and 3)
- **Local economic contribution**, with particular attention to strengthening our regional ecosystem and collaborating with local suppliers whenever feasible

This Supplier Code of Conduct is an essential extension of our CSR strategy and provides a clear framework for all commercial relationships.
It is based on internationally recognized standards and reference texts, including:

- The **10 Principles of the United Nations Global Compact**, covering human rights, labour standards, environmental protection, and anti-corruption;
- The **Universal Declaration of Human Rights (UDHR)** of 1948;
- The **Fundamental Conventions of the International Labour Organization (ILO)**;
- The **United Nations Guiding Principles on Business and Human Rights**.

Poliflux is committed to conducting a responsible purchasing policy grounded in these values and expects its suppliers to integrate them into their own practices and across their entire value chain.

Commitments Expected from Our Suppliers

Poliflux expects its suppliers to engage in a responsible approach by integrating into their practices and across their entire value chain the principles of this Charter, which form an integral part of the contract between Poliflux and its suppliers.

By working with Poliflux, suppliers commit themselves to a process of continuous improvement, agree provide documentation or information reasonably requested for verification, and agree to collaborate to implement necessary corrective actions.

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Social Commitments and Respect for Human Rights

Poliflux expects its suppliers to respect and promote the principles and fundamental rights described in the Universal Declaration of Human Rights (UN, 1948) and the labor conditions required by the ILO Conventions, and to comply with applicable laws in all countries where they operate.
Suppliers must ensure respect for human rights throughout their entire supply chain and monitor the practices of their own suppliers.
The main fundamental principles, listed in the appendix, include:

- Effective abolition of child labor;
- Prohibition of forced or compulsory labor, slavery, or any practice involving servitude or involuntary labor. Suppliers must not resort to verbal or physical threats, physical violence, or any form of harassment;
- Respect for freedom of association, protection of trade union rights, and collective bargaining;
- Prohibition of any discrimination, exclusion, or preference based on origin, sex, religion or beliefs, political opinions, trade union activity, disability, age, sexual orientation, or gender identity;
- Implementation of a policy guaranteeing each employee a working environment free from health and safety risks, and maintaining an environment in which human dignity is respected;
- Compliance with all applicable laws regarding wages, benefits, and working time: payment of a decent wage meeting basic needs, and adherence to local regulations concerning working hours and rest periods.

Poliflux also expects its suppliers to promote, whenever possible, the employment and professional integration of people with disabilities or those distant from the labor market.

Environmental Commitments

Environmental Performance

Poliflux is committed to reducing its environmental impact, particularly its greenhouse gas emissions. Poliflux expects its stakeholders, including its supply chain, to contribute to this reduction trajectory. In this regard, suppliers are expected to:

- Comply with all environmental laws and regulations in the countries where they operate;
- Commit to minimizing, monitoring, and controlling the environmental impact of their products and services, considering the entire life cycle:
    - Climate protection: limiting greenhouse gas emissions, reducing energy consumption;
    - Protection of nature, preservation of biodiversity and ecosystems;
    - Limiting water consumption, use of non-renewable natural resources (oil, natural gas, metals…), or environmentally harmful products;
    - Use of sustainable, safe, renewable, recyclable, recycled, or reused materials;
    - Limiting water, soil, and air pollution;
    - Reducing waste generation and improving waste treatment;
    - Reducing transport impacts (limiting travel, using environmentally friendly transport methods…);
- Adopt the precautionary principle in addressing environmental issues by identifying and assessing environmental risks and implementing appropriate mitigation measures.

Poliflux positively evaluates initiatives such as ISO 14001 or ISO 26000 certification, GHG reporting, and other demonstrable environmental improvements.

Local Socio-Economic Development

Suppliers are also encouraged to incorporate into their own purchasing policies procedures that favor local suppliers wherever possible and to propose initiatives that support local economic development.

Business Ethics, Safety, and Data Protection

Suppliers must adopt ethical behavior in business relationships and comply with all laws and regulations related to fair-practice principles in the countries where they operate. This includes :

- Prohibition of anti-competitive practices (unlawful agreements, abuse of dominant position);
- Prevention of corruption, extortion, or embezzlement; suppliers must not offer Poliflux employees any advantage (free goods or services, jobs, or opportunities) aimed at facilitating business dealings;
- Transparency with Poliflux regarding any situation of conflict of interest;
- Compliance with applicable obligations on personal data protection (French Data Protection Act, GDPR);
- Respect for confidentiality rules concerning non-public information disclosed by Poliflux, and the protection of Poliflux's intellectual property rights.

Supplier Commitment and Continuous Improvement

They are expected to respond to reasonable requests from Poliflux to verify compliance and, where any aspect of this Charter is not respected, to cooperate in implementing appropriate corrective actions. Poliflux evaluates suppliers using a structured, risk-based approach supported by an internal checklist that considers both operational performance and environmental, social, and governance (ESG) maturity. Depending on the results of this assessment, suppliers may be asked to provide additional documentation, participate in audits, or undertake improvement plans.

To support its CSR commitments and Scope 1–3 carbon reporting, Poliflux will progressively request relevant information such as product composition, packaging characteristics, transport details, and regulatory documentation. While completing an EcoVadis or equivalent evaluation is not mandatory, Poliflux strongly encourages it, and ESG performance will increasingly influence supplier reviews and sourcing decisions.

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Signature of the Supplier Code of Conduct

On behalf of my company: ……
I, the undersigned, ……,
in my capacity as ……, hereby confirm:

1. That Poliflux's expectations, as defined in this Code, are understood;
2. That we are committed to using our best efforts to uphold these principles within our organization and to promote them among our subcontractors and suppliers;
3. That we recognize the evolving expectations of Poliflux regarding environmental, social, and governance (ESG) performance.

Signed in (location): ……

Date: …… / …… / ……

Signature

Reference Texts

The 10 Principles of the Global Compact
Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Ensure they are not complicit in human rights abuses.

Labour

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 labor;
5. The effective abolition of child labor; 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.

The 30 Articles of the Universal Declaration of Human Rights
http://www.un.org/fr/documents/udhr/

Fundamental Conventions of the International Labour Organization (ILO), including:

- Convention No. 29 on forced labor
- Convention No. 87 on freedom of association and protection of the right to organize
- Convention No. 98 on the right to organize and collective bargaining
- Convention No. 100 on equal remuneration
- Convention No. 105 on abolition of forced labor
- Convention No. 111 on discrimination (employment and occupation)
- Convention No. 138 on minimum age for employment
- Convention No. 155 on occupational safety and health
- Convention No. 182 on the worst forms of child labor

UN Guiding Principles on Business and Human Rights
http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_FR.pdf

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