

Supplier & Employee CSR Code of Conduct

ThreeBond

Three Bond Europe S.A.S

Version 3 - 2024



THREEBOND EUROPE, a company specializing in the design and manufacture of adhesives and sealing products, is committed to a daily process of continuous improvement with its customers, employees, suppliers and all stakeholders involved in its business.

We are IATF 16949, ISO9001 & ISO14001 certified and assessed by supplier reference portals including ECOVADIS as well as NQC/Supplier Assurance which manages supplier risk using the most widely used self-assessment questionnaire (SAQ) in the automotive industry.

We want to be as transparent as possible, which is why we respond annually to several third-party audits and self-audits.

Our commitments are reflected in a comprehensive approach that aligns with the pillars of sustainable development: Environment, Social, and Financial. This is why we have chosen to include a fourth pillar, "Quality," in our policy in order to build a more coherent and sustainable system.

This Supplier & Employee CSR Code of Conduct stems from our policy; it explains our expectations regarding commitments to Human Rights, compliance with international/national/local regulations, the environment and business & financing ethics.

We are keen to create a virtuous chain with all our suppliers, regardless of the countries in which they are established.

We expect our suppliers and employees to respect our commitments. We also expect our suppliers to make every effort to adopt our commitments in turn.

Since 2022, THREEBOND has been integrating CSR criteria into its supplier evaluation; the signed return of the document attached to this code is part of this. ISO14001 certification is strongly recommended and ISO9001 certification is essential.

The goal is to identify and measure their level of commitment and to help them progress in this direction.

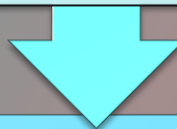


HUMAN RIGHTS & WORKING CONDITIONS

CHILD LABOUR AND YOUNG WORKERS

TBEU applies French law and has no employees under 18 years of age

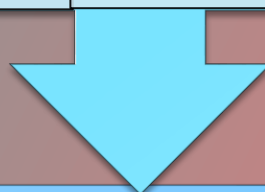
The supplier undertakes to apply the provisions relating to the elimination of child labour and the protection of children and adolescents in accordance with the legislation.
It ensures or works to enforce the non-employment of persons who have not reached the minimum age required for work and not to employ children in the worst forms of labour under the fundamental ILO convention (or that set by applicable local legislation)



WAGES, WORKING HOURS AND BENEFITS

TBEU pays its employees monthly according to a defined job description. Benefits are defined with the social and economic committee. Hours are worked according to internal regulations; any work exceeding the 35-hour work week must be justified in advance. All employees are required to clock in with their name badge.

The supplier complies with applicable legislation regarding social benefits, minimum wage and overtime and therefore working hours including regular rest. It undertakes to pay wages regularly, including overtime pay in accordance with local legislation at a minimum.



MODERN SLAVERY

TBEU prohibits any forced or coerced labour by framing it with procedures and systems of constant controls and audits.

The supplier strives to prohibit any forced or coerced labour by controlling as much as possible to limit illegal labour.

Internal reporting for failure or breach of these commitments : hotline@threebond.fr

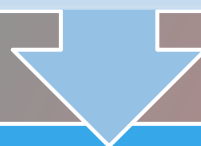


HUMAN RIGHTS & WORKING CONDITIONS

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

TBEU has an elected social and economic committee (CSE) whose meetings and communiqués are held and released monthly.

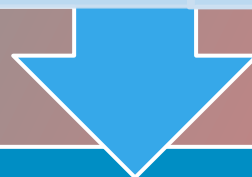
The supplier and its subcontractors undertake to respect freedom of association and the protection of the right to organise, as well as the right to organise and collective bargaining of their employees, as defined in the fundamental conventions of the ILO.



HARASSMENT AND DISCRIMINATION

TBEU prohibits and punishes any discrimination based on an unlawful reason (color, religion, sex, function, origin, etc.) as well as any pressure, pursuit or persecution of a moral or sexual nature or more generally contrary to the law. An emergency number is provided in the alert procedure. A recruitment procedure is applied.

The supplier participates in promoting equal treatment and equal opportunities between its employees (including between men and women) in accordance with ILO conventions and principles relating to employment, remuneration and training.



SANTÉ ET SÉCURITÉ

TBEU respects the fundamental rights of its employees by maintaining a healthy and compliant place, monitored by periodic regulatory checks in force.

The supplier ensures that these activities do not harm the health and safety of its employees and interested parties, including the use of its product(s). It has identified the risks and taken steps,

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ENVIRONMENT

Access to land, forest and water

TBEU respects European law and makes every effort to offer the best possible service to its employees.

The supplier makes every effort to preserve or allow all access to its employees and more generally to the population around it.

Reduction of GHG emissions

TBEU measures the most impactful identified risk situations in order to control them

The supplier is working to develop a measurement system to promote reduction initiatives across its entire supply chain.

Preservation of natural resources (water, materials, etc.)

TBEU works to maintain the manufacturing and cleaning process without water or products hazardous to the environment.

The supplier contributes to preserving or limiting the use of natural resources including water, and to increasing the sustainability of our products.

Life Cycle Analysis and Waste Reduction

TBEU is refining the life cycle of its products to reduce waste, develop and source with less impact, and increase the duration of use.

The supplier contributes to waste reduction by promoting reuse, recycling and recovery.

Responsible management of chemicals

TBEU is committed to complying with regulations: REACH, CLP, RoHS, SDS, Transport of Dangerous Goods, etc. Update our management and security plans annually

The supplier makes every effort to comply with international regulations, to report any changes and not to use prohibited substances.

BUSINESS ETHICS

Security & Data Protection

TBEU protects the personal data of its employees as well as that of customers and suppliers, including confidential information or objects entrusted to us.

The supplier undertakes to respect the intellectual property of others or to disclose or appropriate any confidential information exchanged.

Corruption & extortion

TBEU do not accept any compensation or gift of any value other than symbolic.

The supplier is prohibited from proposing or offering to any collaborators or relatives, gifts, invitations, acts of convenience, money, or favoritism. Conversely, it will refuse any bribes, advantages or promises considered to be corruption.

Fair Competition & Anti-trust

TBEU ensures that it has no economic dependence (supplier & customer) and ensures fair transactions

The supplier undertakes not to participate in agreements or consultations, or to exert pressure which hinder the fixing of prices through free competition.

Conflict of interest & money laundering/terrorist financing

TBEU ensures that there is no conflict of interest or malfeasance by respecting the 3-level control and validation procedure

The supplier undertakes to avoid any situation that could present an actual or potential conflict of interest and to report any such situation. It is attentive and monitors the progress of contracts and the state and source of its finances.

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TBEU

communicates and trains on its purchasing and whistleblower procedures

Sanctions are set out in the internal regulations and whistleblowers are protected.

Third-party audits are carried out

Supplier's CSR
charter

ThreeBond

Version 3
2024

**HUMAN RIGHTS &
WORKING
CONDITIONS**

ENVIRONMENT

**BUSINESS
ETHICS**

By this signature, we "supplier" confirm :

- ✓ Have received and read the Code of Conduct for Suppliers & Employees and the Q-RSE Policy of THREE BOND
- ✓ To implement, if not already done, provisions to adhere to the values of THREE BOND.
- ✓ To communicate our provisions (if existing) in terms of CSR including our certificates and labels to THREE BOND

Date (dd/mm/yyyy) :

Company Name :

Company address :

Name and function of the representative :

Name and position of the signatory (if different) :

Company signature and stamp :

Supplier device : () ISO9001, () ISO 45001, () ISO14001

() CSR policy or charter or code of conduct, () Supplier CSR charter or code of conduct () Label (s):