



James Walker Supplier Charter

Date: July, 2021

Introduction

James Walker wants to ensure that its suppliers fully understand the contents of the James Walker Supplier Charter and that their commitment in these areas is one of the deciding factors in selecting them as suppliers. This Charter is an integral part of the documentation required by James Walker in support of its enquiries and is intended to be included in the contractual documents.

Under certain circumstances, the Purchasing Departments of James Walker Group entities may take measures to ensure full compliance with the Charter, notably by sending questionnaires or conducting specific audits at premises of suppliers or sub-contractors.

The James Walker Group expects its suppliers and sub-contractors to make their own suppliers and sub-contractors aware that they will be expected to fully support the principles detailed in this Charter.

Respect the right to development

Suppliers guarantee their employees a standard of living acceptable within the territory they operate. They participate as much as possible in the development of the country and work with all types of companies in compliance with this charter.

Employee rights

Regarding relations with their own staff, suppliers and subcontractors need to comply with all legal rules and regulations applicable in the countries where they located as well as the norms set out by the International Labour Organization concerning workers' rights. This applies especially in the areas of social security, working hours and conditions, compensation and exercising freedom of association. In particular, suppliers and subcontractors

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undertake not to resort in any way, shape or form, either directly or through their own suppliers or subcontractors, to use:

- forced or mandatory labour,
- child labour.

Suppliers are to ensure that their working practices are free from any form of job discrimination.

Occupational health & safety

Suppliers and subcontractors take the necessary steps to ensure occupational health and safety. For their own activities, they implement a policy aimed at identifying and preventing health and safety risks affecting:

- their full-time and temporary members of staff,
- their customers' employees and the users of their products,
- their own suppliers and subcontractors' employees (temporary and full-time),
- the communities surrounding their facilities.

They will duly inform the James Walker Group of any hazards or risks associated with their products or interventions on James Walker sites. Finally, they make sure that their employees fully comply with both regulations and James Walker Health and Safety standards when called out to work on James Walker sites. They inform James Walker of any incidents or non-conformities occurring.

Environmental commitment

Suppliers and subcontractors implement policies on managing and improving their manufacturing processes, which are designed to limit the impact of their environmental footprint throughout the life cycle of the products they supply.

In particular, they strive in their respective domains to:

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- reduce their impact on ecosystems and biodiversity,
- minimise the consumption of natural resources and energy,
- reduce emissions of greenhouse gases, pollutants and volatile organic compounds,
- reduce quantities of waste released and develop recycling and recovery solutions.

They identify and quantify the significant environmental aspects of their activities, products and services. They ensure the traceability of raw materials, components and materials necessary for the provision of services or goods.

Suppliers and subcontractors encourage the development and distribution of environmentally-friendly technologies and work towards achieving the targets listed above.

Legal compliance commitment

Suppliers carry on their activities in strict compliance with applicable domestic and international legal standards. In particular:

- they reject any actions liable to falsify or distort free competition or market access or infringe on the applicable legal rules concerning competition law,
- they reject any form of active or passive corruption in domestic or international transactions.