



saaswedo

SUSTAINABLE

DIGITAL WORKPLACE

PERFORMANCE

an epsa company

SUPPLIER'S CODE OF
CONDUCT



SAASWEDO IS DRIVEN BY THE CONVICTION THAT **THE COMPANY OF TOMORROW WILL BE RESPONSIBLE.**

Today, this ambition leads us to build a company with high human added value. This collective project is for us a lever for transformation, a source of performance and sustainable growth.

This Charter is an integral part of the purchasing and contracting procedures. It commits to considering the **social and environmental impacts of the purchase of goods or services**, both in the supplier or subcontractor selection phase and in the contracting and execution of the service.

This Charter describes **the social, environmental and societal commitments** that SAASWEDO asks its suppliers to respect.

Compliance with the principles of this Charter is therefore essential to the continuity of SAASWEDO's relations with its suppliers.

Finally, SAASWEDO is **committed**, as far as possible, to developing its purchases from the sheltered sector (Adapted Enterprises and Work Assistance Establishments and Services), from SIAE (Structure d'Insertion par l'Activité Economique), and from any other suppliers or subcontractors with a **positive impact**.

Christian COR
Founding president of SAASWEDO





CODE OF CONDUCT **SUPPLIERS**

This code of conduct is an integral part of the purchasing and contracting procedures with our suppliers. It commits them to consider the social and environmental impacts associated with the act of purchasing.

The Supplier shall make every effort to implement these principles throughout its supply chain. This Supplier Code of Conduct is not intended to replace the laws and regulations in force in the countries in which SAASWEDO's suppliers operate. It is intended to ensure that the laws and regulations are faithfully and effectively applied.



COMMITMENTS OF THE PROVIDER AND IT'S SUBCONTRACTORS

1 Governance Practice

The supplier shall conduct its business in accordance with the principles set forth in the SAASWEDO Ethics Charter, and shall not be involved in any way whatsoever in any act of corruption, extortion or embezzlement, nor in any form of bribery.

Supplier shall prevent and refrain from the following practices :

- Money laundering;
- Bribery;
- Conflict of interest, corruption or fraud;
- Anti-competitive behavior;
- Disclosing employees' personal data and using it for any purpose other than that for which it was provided, as set forth in the European Data Protection Regulation (GDPR).

2 Social Practices

The supplier undertakes to comply with the law and international and national texts in force in the country where it carries out its activities. The supplier undertakes in particular to respect the principles set out by the International Labour Organization, those of the Universal Declaration of Human Rights and the Global Compact, in terms of

- Human rights
- Discrimination
- Harassment
- Fight against forced labor and child labor
- Freedom of association and right to collective bargaining
- Working conditions (remuneration, working hours, health and safety, training)

3 Environmental Practices

The supplier must comply with the environmental provisions and standards that are applicable to its activity, and observe these environmental ethics practices in all the places where it operates. In addition, the supplier must have the ability to demonstrate continuous improvement in its environmental impact performance. SAASWEDO therefore pays particular attention to the following practices :

- Designing products and services with environmental considerations in mind
- environmental considerations;

- Reduction and limitation of greenhouse gas emissions, the use of non-renewable resources (energy and water) and raw materials, and non-environmentally friendly products;
- Maximum restriction of waste and pollutants;
- Making employees responsible for waste production, and implementing measures to limit waste and optimize recycling.



PUTTING IT INTO PRACTICE

Throughout the life of the contract, SAASWEDO monitors the environmental and social performance of its main suppliers in order to identify any risks and prevent them. The supplier thus undertakes to provide SAASWEDO with any document that demonstrates that it is complying with its commitments (integrated report, activity report, CSR report or extra-financial performance declaration);

In the event of non-compliance, SAASWEDO may (i) either ask the supplier to remedy the non-compliance observed, (ii) or set up a remediation plan with the supplier, (iii) or if necessary, terminate all or part of the business relationship with the defaulting supplier.

In order to improve its environmental and social approach to these suppliers, SAASWEDO and the suppliers may meet to exchange best practices in these areas and allow all stakeholders to benefit from the best solutions.

For SAASWEDO

For the supplier

In Paris the XX/XX/XXXX

In XX the XX/XX/XXXX

Christian COR
Founding president of SAASWEDO



ABOUT OUR COMPANY

SAASWEDO is one of the leaders in digital workplace performance management for companies. SAASWEDO supports more than 1,000 clients, with strong expertise in three areas

- Financial performance of the Digital Workplace
- Operational performance of asset management
- Environmental performance in terms of controlling the carbon footprint of the digital environment

SAASWEDO's strength lies in the quality of its experts and the power of its technological solutions.

**Our promise : identify & exploit performance opportunities
Of the Digital Workplace in order to improve the profitability of your company.**

Today, SAASWEDO is taking on a new challenge by including CSR solutions in each of its areas of expertise in order to always offer a solution that is adapted to today's challenges and to anticipate those of tomorrow.

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