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SUSTAINABLE PURCHASING POLICY

September 8th 2022

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WHY DO WE NEED A RESPONSIBLE PURCHASING CHARTER?

HTL, a leader in the market of pharmaceutical-grade biopolymers for medical use, work to supply its customers with products of irreproachable quality, to ensure the health, safety and well-being of its employees, and to innovate in an ethical and responsible manner on a daily basis.

This raison d'être is inextricably linked to the implementation of a genuine and transparent corporate social **responsibility policy**, in which each employee plays a role. Our goal of industrial and commercial excellence is based on a winning spirit in line with our human values, and integrates a sustainable **social, environmental and economic** development approach as a key aspect of its business model.

This charter aims to define the principles for ensuring ethical and sustainable business relationships between HTL and its suppliers of goods and services and its subcontractors. The objective is also to identify, with our suppliers and subcontractors, the levers to consolidate our joint action to promote sustainable development.

As a reminder, we base the selection of our suppliers on rigorous criteria, which includes quality, performance, ethics and a customer-oriented approach. As a pharmaceutical company, HTL is committed to operational excellence and outstanding quality with its suppliers and subcontractors, as our products affect the health of millions of patients worldwide.

Therefore, this charter shares our vision of developing responsible and sustainable purchasing by means of the following three focal points.

FOCAL POINT 1: HTL'S COMMITMENTS TO SOCIAL, ENVIRONMENTAL, SOCIETAL AND ETHICAL RESPONSIBILITY

- To adapt the industrial facilities to reduce our environmental footprint.
- To design processes and products in accordance with eco-design and circular economy principles.
- To adapt our logistics and supply chain with our suppliers.
- To continuously improve the occupational health, safety and quality of life of our employees.
- To ensure a high-quality social climate through open, respectful and ethical dialogue, and a Diversity & Inclusion Policy.
- To establish a policy for managing the employability of our employees.
- To make CSR a lever for pride, belonging, retention and attractiveness for talented individuals.
- To raise awareness of and train all our employees and involve them in this approach to continuous improvement.
- To make ethics and compliance a priority and a reputational asset for civil society as a whole.
- To initiate a dialogue with our partners, patients and society as a whole on the acceptability and proper use of biopolymers.
- To give meaning to our goal of being a corporate citizen by establishing local, national and international partnerships.
- To locally support the conservation of biodiversity.
- To report on all our CSR commitments and actions through sincere and genuine communication.

FOCAL POINT 2: HTL'S COMMITMENTS TO ITS SUPPLIERS AND SUBCONTRACTORS

- To identify critical suppliers on the basis of environmental criteria such as ISO 14001 certification.
- To terminate any relationship with a supplier if the latter does not comply with the decent working conditions as defined by the UN Global Compact.
- Not to enter into a business relationship with a partner or subcontractor that may represent a conflict of interest or risk of corruption.
- To examine all possible partnerships with its suppliers and subcontractors according to a responsible purchasing process.
- To maintain sustainable business relationships with suppliers and subcontractors that respect human welfare, environmental protection and business ethics.
- To encourage, as far as possible, short purchasing cycles with local or national actors.
- To include its suppliers and subcontractors in a process of technological, logistical and CSR progress.

FOCAL POINT 3: SUPPLIER COMMITMENTS REQUIRED BY HTL


- To guarantee their employees decent working conditions, respecting the applicable laws and regulations, collective agreements and health standards.
- To respect the rules of the International Labour Organisation (ILO) and the United Nations Global Compact.
- To propose and use ever more effective environmental solutions.
- To strive to reduce gas emissions in the air, effluents on land and/or in water and pollution of any kind resulting from its activities.
- To maintain a sustainable relationship with HTL, promoting good business practices from an ethical and responsible perspective.
- To take measures to avoid and eliminate any anti-competitive practices or behaviour.
- To share its good environmental, social and societal practices to enable HTL to develop with regard to these issues.
- To combat all forms of corruption and influence peddling. More specifically, the supplier undertakes not to offer any advantage of any kind to former or current employees of HTL in order to facilitate its business with HTL.
- To act transparently and avoid any conflict of interest that could influence its activities with HTL.
- To respect HTL's intellectual property rights and the confidentiality of HTL's information and the conditions of good business practice in relation to tenders.
- To comply with the applicable legislation on personal data.

HTL reserves the right to verify that the practices defined in this charter are applied correctly during an audit.

HTL also reserves the right to terminate a business relationship if a supplier fails to comply with the principles contained in this charter or with the laws and regulations applicable in the countries in which the supplier conducts its business.

9 September 2022
François
FOURNIER
Chairman and CEO

Company:
Surname
First name:



Signature:

Date:
