

Supplier Code of Conduct

Version 05/2025

Preamble

As part of its Corporate Social Responsibility (CSR) policy, SAINT CLAIR TEXTILES is committed to promoting ethical, social, environmental, and sustainable economic practices. This code of conduct is being sent to all our suppliers, service providers, and subcontractors, who are considered key partners in implementing our CSR approach.

Our company is committed to conducting its activities in full compliance with applicable laws and the ethical principles mentioned. It expects the same level of integrity and compliance from its Suppliers and that they enforce these principles throughout their subcontracting chain.

1. Respect for Human Rights

The Supplier must ensure respectful and dignified treatment of its employees, without resorting to any form of abuse or harassment, whether physical, psychological, sexual, or verbal.

They commit to providing fair remuneration, in accordance with local and national laws on wages and working hours, and to promoting the development of their employees' skills.

Any discrimination based on origin, color, religion, gender, age, disability, sexual orientation, or any other protected criterion is strictly prohibited.

The Supplier must neither use nor source from entities involved in child labor, forced labor, slavery, or human trafficking. They must ensure the compliance of their supply chains with the laws in force in the countries where they operate.

2. Health and Safety at Work

The Supplier must guarantee a safe and healthy working environment for its employees. It is their responsibility to implement preventive actions to limit the risk of accidents and preserve everyone's health.

This includes adopting safe procedures, conducting regular inspections, maintaining equipment, and installing protective devices. The Supplier must also train its employees on occupational risks and document these trainings for verification purposes.

Finally, appropriate personal protective equipment must be provided to all staff to prevent incidents related to professional activity or operated facilities.

3. Human Rights in the Supply Chain

The Supplier must actively monitor the social and ethical practices of lower-tier suppliers. They are required to report any serious breaches observed within the supply chain and to collaborate in implementing corrective plans, if necessary.

4. Environmental Compliance

The Supplier must conduct its activities responsibly to limit its environmental impact and preserve natural resources. They are required to comply with all applicable laws regarding emissions, discharges, hazardous substances, and waste management.

We encourage the Supplier to integrate sustainable practices throughout the lifecycle of the products and services provided, including the use of renewable resources, reduction of greenhouse gases, water conservation, improvement of energy efficiency, as well as waste sorting and reduction.

5. Business Ethics

The Supplier must adopt impeccable ethical behavior. Any form of corruption, fraud, extortion, or falsification is strictly prohibited. In case of suspicion of illegal or unethical actions, the Ethics Officer must be immediately informed at the following address: compliance@saintclairtextiles.com

Supply chain transparency is essential. The Supplier must be able to trace the origin of its materials and components and ensure they come from sources compliant with local and international regulations. They must also strictly comply with competition laws

6. Commitment and Continuous Improvement

The Supplier implements an internal policy related to this code. They communicate their CSR commitments to employees.

The Supplier is open to dialogue with SAINT CLAIR TEXTILES to improve CSR performance and actively correct anomalies or non-conformities that may be identified.

7. Confidentiality and Data Protection

The Supplier commits to complying with all applicable laws regarding confidentiality and personal data protection. Any collection or processing of personal information must be legitimate, authorized, secure, and transparent.

8. Sanctions in Case of Non-Compliance

Any serious or repeated breach of the principles set out in this Code of Conduct may result in the suspension or termination of the business relationship, after written notification and absence of sufficient corrective measures.

9. Acceptance of the Code

Adherence to these principles is a condition for any sustainable business relationship with SAINT CLAIR TEXTILES.

The Supplier commits to enforcing these same requirements with its own partners: suppliers, subcontractors, service providers, and agents. It is their responsibility to ensure their compliance.

Xavier CHRISTOPHE

General Manager

xavier.christophe@saintclairtextiles.com

Tél : +33 (0)4 74 83 51 13