

nexity

Ethics & CSR Charter for Suppliers

September 2026

Introduction

At Nexity, we are convinced that sustainable performance is built collectively. Our suppliers, service providers and subcontractors (hereinafter the "Supplier(s)") play an essential role in this ambition. Sharing our values and objectives with them is key to establishing responsible, long-term relationships built on trust and continuous improvement.

Our Supplier Ethics and CSR Charter is a contractual document that places corporate social responsibility (CSR) issues at the heart of our practices. This Charter formalises these commitments and sets out the principles we expect from our partners in terms of ethics, the environment and social and societal responsibility. It applies to all participants in our value chain.

By adhering to it, each Supplier undertakes not only to implement these principles, but also to have them respected by its own partners, in particular its subcontractors.

Any breach of the Charter will be considered a contractual breach that may give rise to the liability of our Suppliers.

The Charter is structured around two sequences: Nexity's commitments to its Suppliers and Suppliers' commitments to Nexity. These commitments are based on four main pillars:

- Environment
- Business ethics
- Human rights
- Health and safety

The Nexity Group's Commitments to its Suppliers

The Nexity Group undertakes to:

- **Establish sustainable business relationships**, fostering the prevention and effective management of risks related to working conditions, environmental protection, business ethics and respect for human rights;
- **Identify and prevent conflicts of interest** in relationships with Suppliers;
- **Maintain an open and constructive dialogue** with Suppliers in order to assess their ability to honour their commitments and, in a spirit of cooperation, help design and implement appropriate action plans;
- **Select Suppliers through a purchasing process that is fair, impartial and based on clearly defined objective criteria;**
- **Prevent economic dependency and raise Suppliers' awareness** of such situations;
- **Raise awareness among and train buyers** on ethical principles and CSR issues;
- **Comply with the legal and regulatory provisions** applicable to labour matters;
- **Combat illegal labour and ensure respect for the dignity and equality** of its employees;
- **Prohibit any form of discrimination** in the employment relationship, in particular in recruitment, promotion, remuneration, performance appraisal schemes and access to training;
- **Promote diversity and gender balance** in employment;
- **Support the employment and integration of persons with disabilities.**

Suppliers' Commitments to the Nexity Group

Suppliers acknowledge that their commitments regarding human rights, working conditions, environmental protection and business ethics constitute fundamental obligations for establishing and maintaining their business relationships with the Nexity Group. Accordingly, they undertake to act with transparency, good faith and cooperation at every stage of the business relationship, in order to guarantee compliance with these commitments.

They also undertake to comply with all of the areas set out below.

ENVIRONMENT

Nexity is committed to conducting its activities in a sustainable manner and in compliance with applicable environmental laws and regulations. The Group is committed to controlling its ecological footprint, as detailed in its 2025-2030 environmental transition strategy known as "Impact 2030".

Accordingly, the Group expects its Suppliers to make environmental protection a priority in the conduct of their activities.

Compliance with environmental regulations

Why is compliance with environmental rules essential?

Because compliance is the foundation of any responsible approach.

Suppliers must comply with the legal and regulatory provisions and environmental standards applicable in the country where they operate. In France, this includes complying with the Environmental Code, which incorporates provisions from the Climate and Resilience Act, the AGECL anti-waste and circular economy Act, and the Grenelle II Act. They may also rely on

ISO standards, in particular ISO 14001 (environmental management) and ISO 50001 (energy efficiency).

Suppliers must also ensure that these commitments are respected by their own suppliers and subcontractors.

Commitment to the environmental transition

How can this be put into practice? Nexity encourages its Suppliers to adopt a continuous improvement approach aimed at preventing, limiting and, where necessary, remedying the negative effects of their activities on the environment. To this end, Suppliers implement the measures needed to control the ecological footprint of their goods and/or services, taking a life-cycle assessment approach.

Depending on their activity, Suppliers undertake to:

- Help mitigate climate change: they reduce their greenhouse gas emissions across their entire direct and indirect scope, in particular through the carbon footprint of their products and the optimisation of their practices;
- Act as drivers of the energy transition: they favour renewable energy sources and optimise the energy efficiency of equipment, worksites and services;
- Act for the circular economy: they incorporate source-reduction, sorting, recovery, recycling and reuse measures;

- Favour responsible materials: they choose durable, safe, recyclable, recycled or reused materials, and encourage their reuse in projects and procurement;
- Limit pollution: they do everything possible to prevent and reduce pollution related to their activities and to the materials they use;
- Limit nuisances to local residents: they ensure that their activities do not cause noise, visual or olfactory nuisances likely to affect local residents and their immediate environment;
- Take climate change adaptation into account: they anticipate climate-related risks and incorporate solutions to strengthen resilience in their activities;
- Protect biodiversity and local ecosystems in the course of their activities: they take care not to negatively impact biodiversity, degrade natural habitats or disturb local species;
- Preserve water resources: they help prevent water scarcity by limiting consumption and committing to frugal, responsible practices.

Nexity monitors the environmental performance of its operations. Accordingly, the Supplier undertakes to provide the necessary data sheets, data and information, and to facilitate, where required, the reporting of environmental data concerning the materials or equipment used.

BUSINESS ETHICS

Fighting corruption & influence peddling

Why is integrity essential in our relationships?
Because leading by example and transparency guarantee trust: no tolerance can be accepted for corruption or influence peddling.

Our Suppliers must comply with all applicable laws, in particular the Sapin II law, and put in place appropriate preventive measures. They must refrain from offering gifts, invitations or advantages, whether personal or professional, to Group employees or their relatives with the aim of influencing or compromising the impartiality of their judgment. Business relationships must remain honest, fair and transparent, in compliance with the principle of fair competition and the transparency of tender processes.

Conflicts of interest

What is meant by a conflict of interest? A conflict of interest arises when a person's judgment or decision-making power is, or could potentially be, influenced by personal considerations or by pressure exerted by a third party.

Integrity and loyalty are essential in the relationship between Nexity and its Suppliers. Any actual or potential conflict between the interests of Suppliers or their employees and the interests of Nexity must be reported without delay to the relevant Group contact, or by email to the Compliance Department, namely conformite@nexity.fr.

Supplier Evaluation

Evaluation: a constraint or an opportunity?
Evaluating suppliers is not a constraint but a genuine opportunity for shared progress: it guarantees impartial decisions through objective and transparent criteria, ensures the traceability of each decision through rigorous documentation, and helps clearly identify areas for improvement. This process thus promotes exemplary conduct throughout the supply chain and strengthens mutual trust.

Nexity reserves the right to regularly evaluate its Suppliers, from the initial contact and throughout the relationship, in order to ensure compliance with its ethical, social and environmental requirements, in accordance with applicable laws and regulations. Suppliers accordingly undertake to respond to the Group's evaluation requests and to implement any corrective actions that may prove necessary to continue the relationship. In the event of a serious or established breach of the principles of the Charter, the contract may be suspended or terminated.

Whistle-blowing procedure

A doubt, a question, a report? The whistle-blowing system allows any problematic situation to be reported in complete confidentiality, to protect everyone and to uphold our core values.

In the event of an identified or suspected breach of the law, of Nexity's internal rules, of the Anti-corruption Code of Conduct or of the principles of this Charter, Suppliers undertake to contact their Group contact and to use, in complete confidentiality, the [whistle-blowing system](#) made available by Nexity and accessible on its website: [Nexity.group/presentation/ethique-et-conformite](https://nexity.group/presentation/ethique-et-conformite).

Nexity undertakes to protect its Suppliers' personal data and to guarantee the confidential handling of any report.

HUMAN RIGHTS

Labour

What makes a value chain strong? The strength and reliability of our value chain rest on strict compliance with labour law, the absolute prohibition of undeclared, forced or child labour, and compliance with these requirements throughout the entire subcontracting chain.

Nexity expects its Suppliers to respect, and, where applicable, to ensure that their subcontractors respect, the rights set out in:

- [The Universal Declaration of Human Rights](#);
- [The fundamental conventions of the International Labour Organisation](#).

Nexity also expects them to comply with the local legal and regulatory provisions to which they are subject regarding labour and employment, including in particular minimum wage, maximum working hours, rest periods, freedom of association and the right to collective bargaining. Furthermore, Nexity expects its Suppliers to have skills and resources appropriate to the services entrusted to them and to adhere to the following principles:

Respect and dignity

Respect: a given? Upholding everyone's dignity, fairness and safety means guaranteeing a healthy working environment, free from harassment and discrimination.

Nexity expects its Suppliers to treat their employees fairly, ethically, respectfully and with dignity. Suppliers must protect their employees against sexual and psychological harassment in the workplace.

Non-discrimination

Diversity: an asset or an obligation? Here, equal opportunity is a reality: no discrimination – only skills count – so that everyone can thrive.

Nexity expects its Suppliers to prohibit discriminatory practices, in particular in recruitment, access to training, working conditions, assignment, remuneration, benefits, promotion, disciplinary action or dismissal, based on gender, age, nationality, ethnic origin or race, religious beliefs, family status, health condition, pregnancy, sexual orientation, political opinions, union activity or physical appearance.

Illegal labour

Nexity expects its Suppliers to comply with the legal and regulatory provisions of the Labour Code. Suppliers must prohibit undeclared work, unlawful canvassing for labour, or unlawful labour lending. In addition, Suppliers undertake to provide Nexity with documents evidencing compliance with their obligations and to verify that their co-contractors and subcontractors also comply with the applicable legal and regulatory provisions.

Child labour

Nexity expects its Suppliers to comply with the provisions on the eradication of child labour and the protection of children as defined by the conventions of the International Labour Organisation (ILO). Suppliers must ensure that they do not employ persons who have not reached the minimum working age required under ILO Conventions C138 and C182.

Forced or compulsory labour

Nexity expects its Suppliers to refrain from using forced or compulsory labour as defined by ILO Convention No. 29, namely “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”.

Suppliers must prohibit the retention of identity papers as a condition of employment, as well as requiring employees to pay deposits or recruitment fees.

Use of subcontractors

Subcontracting: yes, but under what conditions? Transparency and respect for human rights at every stage, with clear information on any posting of workers or use of subcontracting.

Nexity expects its Suppliers to declare to the competent authorities, prior to their intervention, all posted workers who may perform the contracted services. Suppliers undertake to provide Nexity with documents evidencing compliance with their obligations and to renew them as soon as necessary. In addition, Nexity expects its Suppliers to inform it in advance of any use of subcontracting and to undertake to obtain its approval before any work begins.

Freedom of association and the right to collective bargaining

Expressing one's views: a fundamental right?
Freedom of association and collective bargaining are guaranteed, in compliance with local laws and international standards.

Nexity expects its Suppliers to comply with the principles of freedom of association, protection of union rights and collective bargaining set out in ILO Convention C87, in compliance with local legislation.

Working hours and level of remuneration

How can working hours that respect individuals and fair remuneration be guaranteed?
Respecting working time, rest periods and remuneration that allows for a decent standard of living is a prerequisite for any responsible relationship.

Nexity expects its Suppliers to comply with local legislation regarding working hours and overtime. In the absence of local legislation on the subject, and in accordance with ILO conventions, Suppliers apply a maximum working week of 48 hours. Suppliers use overtime performed on a voluntary basis and pay it at an increased rate. Overtime must not be regular in nature or exceed the limit set by local legislation. In the absence of local legislation, overtime is capped at 12 hours per week. Suppliers must respect every employee's right to at least one day of rest following 6 consecutive working days, except in exceptional circumstances.

Suppliers must comply with applicable legislation on minimum wage and overtime pay. In the absence of local legislation, remuneration must be sufficient to enable employees to meet their essential needs, in accordance with ILO Convention C131 on minimum wage fixing.

Suppliers must pay employees' wages regularly and on time.

Health and safety

How can health and safety be guaranteed? By ensuring risk prevention and protecting everyone's health and safety.

Suppliers ensure a healthy and safe working environment for all their employees. They ensure that their activities do not harm the health or safety of their employees, subcontractors, other parties involved, nearby communities or users of their products.

This means Suppliers must comply with the legal and regulatory provisions and applicable standards on health and safety in the country where they operate. Risks related to their activities must be identified, assessed and managed using appropriate measures, in order to prevent the occurrence and development of occupational illnesses and workplace accidents.

Data and asset protection

Why protect personal data and the Group's assets? Because respecting data confidentiality, protecting personal information and safeguarding the Group's assets are essential to build a climate of trust, to guarantee everyone's right to privacy in their personal and professional life, and to ensure our collective sustainability.

Suppliers undertake to respect the confidentiality of personal information to which they may have access in the course of their relationship with the Group.

Any collection, use or transmission of data must comply with applicable legislation and Nexity's internal rules, particularly regarding the protection of personal data. Suppliers undertake to protect the integrity of the Group's assets (whether tangible, intangible or informational) against any form of loss, misappropriation or misuse. All data and resources to which Suppliers have access in the course of their assignment form part of the Group's assets and must be safeguarded in the common interest.

Appendix

The appendix brings together all the sources on which the Charter is based, making it possible to precisely identify the legal foundations underpinning it.

- Climate and Resilience Act
- AGEC anti-waste and circular economy Act
 - Grenelle II Act
 - RE2020 Regulation
 - ISO 14001
 - ISO 50001
- Law No. 2016-1691 of 9 December 2016 : Sapin II
- The Universal Declaration of Human Rights
- ILO Conventions : No. 138, No. 182, No. 29, No. 105, No. 100, No. 111, No. 156, No. 87, No. 98, No. 154, No. 95 and No. 131
- EU General Data Protection Regulation No. 2016-679 : GDPR
- French Data Protection Act No. 78-17 of 6 January 1978 : "Informatique & Libertés" (Data Protection Act)
- French Labour Code : articles L.8222-1, D8222-5, D8222-7, D8254-2, D8254-3
 - Nexity's Anti-corruption Code of Conduct
- The United Nations Guiding Principles on Business and Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights.