

BGL BNP PARIBAS SUSTAINABLE SOURCING CHARTER

The aim of the BGL BNP Paribas and BNP Paribas Group Sustainable Sourcing Charter (hereinafter the “Charter”) is to encourage (existing or potential) suppliers to apply due diligence measures as part of their Corporate Social Responsibility efforts (CSR).

Its purpose is to inform suppliers:

- On the one hand, of BGL BNP Paribas’s commitments to them in terms of responsible sourcing;
- On the other hand, of BGL BNP Paribas’s expectations regarding adherence to the basic principles.

The mutual commitments laid out hereinafter are based on the fundamental principles of the UN Global Compact, to which the BNP Paribas Group has adhered, in the field of human rights, labour, the environment and anti-corruption, and on the United Nations Guiding Principles on Business and Human Rights, which specify the modalities for the respect of human rights by enterprises.

The suppliers' ability to make commitments and to translate these commitments into appropriate practices is part of the evaluation criteria used by BGL BNP Paribas throughout its relationship with suppliers.

BGL BNP PARIBAS’S COMMITMENTS TO ITS SUPPLIERS

Fairness, Ethics and Transparency

BGL BNP Paribas is committed to:

- Ensuring fairness in the supplier selection process by establishing the conditions for fair competition and fair treatment of suppliers.
- Fighting against all forms of corruption, active or passive, and avoid any situation where there may be a conflict of interest by abiding by its professional ethics rules.
- Ensuring transparency and compliance with the rules relating to the selection process by providing clear preliminary information to the bidders regarding the terms and conditions applicable to any competitive process.

Mutual dependence

BGL BNP Paribas is committed to:

- Being vigilant about the risk of mutual dependence with its suppliers.
- Implementing measures to detect, monitor and minimise this risk.

Compliance with payment deadlines

BGL BNP Paribas understands its obligation to pay its suppliers in accordance with the legislation in force in Luxembourg.

Confidentiality and intellectual property rights

BGL BNP Paribas undertakes to establish a sustainable relationship based on mutual trust with suppliers, in particular by maintaining the strict confidentiality of non-public information disclosed to it, and respecting the intellectual property rights of its suppliers, in compliance with applicable laws.

Small and medium-sized suppliers

BGL BNP Paribas will endeavour to adapt its practices so as to make its tender processes more accessible to these companies.

This Charter is based on that of the BNP Paribas Group, which has been a signatory to the [Charter for responsible supplier relations](#) since June 2010 and is part of a collective initiative by France’s Banking & Insurance industry.



Use of mediation

BGL BNP Paribas undertakes to offer its suppliers the option to use mediation to facilitate amicable settlement of any dispute that may arise during the term of a contract.

SUPPLIERS' COMMITMENTS

Environment

Committed to upholding ISO 50001 (Energy Management System) governing energy use management at its Kirchberg buildings, BGL BNP Paribas requires that its suppliers undertake to:

- Comply with the environmental laws and regulations in force in the countries where they operate.
- Control and/or minimise the impact of their activities on the environment, especially as regards consumption (water, energy and raw materials), greenhouse gas emissions, pollution (water, soil, air) and waste (sorting, recycling).
- Develop environmentally friendly technologies by limiting the environmental impact of products and services over their whole life cycle.

Human rights and labour law

BGL BNP Paribas requires that its suppliers undertake to implement the United Nations Guiding Principles on Business and Human Rights. These Principles clarify how suppliers, regardless of the countries in which they operate, are to comply with the principles of the Universal Declaration of Human Rights (enacted by the UN in 1948) and the Conventions of the International Labour Organization (ILO) referred to in the appendix, including:

- The prohibition of forced or compulsory labour and ill-treatment of their employees. This includes the prohibition of any practice of modern slavery and trafficking in human beings¹⁾.
- The abolition of child labour.
- The absence of discrimination: there must be no distinction, exclusion or preference based on colour, gender, age, language, religion, sexual orientation or identity, national or social origin, opinion or disability.
- Compliance with health and safety requirements by providing their employees with a healthy, safe and dignified work environment and conditions.
- Allocation of a decent salary and working hours by paying a minimum wage that is sufficient to meet basic needs and compliant with the regulations in force in the countries where they operate, as regards working hours and rest breaks.
- Respect for freedom of expression, the right to organise and the right to collective bargaining.

Business ethics

BGL BNP Paribas requires that its suppliers undertake to abide by the laws and regulations relating to the principle of fairness in force in the countries where they operate. This includes:

- The fight against corruption in all its forms, including extortion and bribery.
- The prohibition of all forms of anti-competitive practices (collusion, abuse of a dominant position which may prevent, restrict or distort an effective competitive process).
- Compliance with the rules governing the confidentiality of non-public information disclosed by the Signatories and the intellectual property rights.

Sub-contracting

BGL BNP Paribas requires that its suppliers undertake to:

- Promote and ensure compliance with the principles of the Charter by their suppliers and subcontractors.
- Implement a monitoring system enabling them to prevent and address any risk having an environmental and/or social impact at any point in their supply chain.

¹⁾ With particular reference to the UK Modern Slavery Act



Progress approach

BGL BNP Paribas requires that its suppliers undertake to implement and disclose progress plans with regard to their social and environmental practices.

Monitoring implementation of the Charter

BGL BNP Paribas requires that its suppliers undertake to supply documentary evidence of compliance with the principles laid out above and to welcome auditors (internal or external) to verify compliance with the Charter.

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE GLOBAL COMPACT:

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

THE 30 ARTICLES OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS:

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>



THE FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO), PARTICULARLY:

- C029 – Forced Labour Convention.
- C087 – Freedom of Association and Protection of the Right to Organise Convention.
- C098 – Right to Organise and Collective Bargaining Convention.
- C100 – Equal Remuneration Convention.
- C105 – Abolition of Forced Labour Convention.
- C111 – Discrimination (Employment and Occupation) Convention.
- C138 – Minimum Age Convention.
- C155 – Occupational Safety and Health Convention.
- C182 – Worst Forms of Child Labour Convention.

UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

We have read the CSR professional ethics required by BGL BNP Paribas.

On/...../.....

Company name:

Name and position of the authorised signatory:

Signature: