

[SUPPLIER  
ADRESS]

Date :

**RE: Ethics, Social and Environmental Responsibilities (FPP)**

Dear Supplier,

Saft believe that it is its role to promote the respect of principles relating to (a) social responsibility, (b) ethics and (c) environmental responsibility with its stakeholders and is willing to grant advantages to suppliers and subcontractors sharing the same values.

Our Suppliers and Subcontractors shall adhere to our ethics value and comply with the laws and regulations described in the attach annex.

We ask you to return this letter duly signed with your initials on each page, within 10 days upon receipt.

We look forward to receiving your response.

Yours sincerely,

This document contains the principles Saft's suppliers (the "**Supplier**") are asked to comply with. These principles, derived from our Code of Conduct, are the foundation of the long-term relationships we hope to forge with our suppliers. Compliance with the laws and principles set out below may be audited.

## ETHICS, SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES - FUNDAMENTAL PRINCIPLES OF PURCHASING (FPP) -

### A. SOCIAL RESPONSIBILITY / HUMAN RIGHTS AT WORK

- Supplier supports and respects the internationally proclaimed human rights, including the [United Nations Universal Declaration of Human Rights](#). Supplier commits to fulfil its responsibility toward respecting human rights and promotes their respect through its entire supply chain.
- Supplier makes sure that they are not complicit in human rights abuses, in particular slavery and human trafficking.
- Supplier respects the freedom of association ([ILO Convention 87](#)) and the effective recognition of the right to collective bargaining ([ILO Convention 98](#)).
- Supplier is prohibited from using child labour, including by complying with [ILO Conventions 138](#) (Minimum Age) and [182](#) (Worst Forms of Child Labour).
- Supplier eliminates discrimination in employment and occupation as defined in article 1 of [ILO Convention 111](#) (Discrimination in Employment and Occupation).
- Supplier acknowledges the principle of equal pay for equally valued and productive work in particular between men and women ([ILO Convention 100](#)).
- Supplier complies with applicable regulations related to wages, working time, working conditions, occupational safety and health, protective equipment, physically demanding work and medical surveillance.
- Supplier ensures that effective occupational safety and health policies based on prevention are applied at all its sites ([ILO Convention 155](#)).
- Supplier is asked to go beyond the mere respect of national standards in the field of fundamental human rights by making all of [ILO Conventions](#) its frame of reference.
- Supplier is requested to create a climate of trust with stakeholders, engaging in a dialogue with local communities, promoting local sustainable development initiatives, and giving local companies the opportunity to develop their business.

Supplier ensures that its own suppliers and subcontractors share the principles stated above.

## ETHICS, SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES

### - FUNDAMENTAL PRINCIPLES OF PURCHASING -

#### B. COMPLIANCE WITH ETHICAL PRINCIPLES

- Supplier adheres to the [ten principles of the United Nations Global Compact](#) in the conduct of its business.
- Supplier acknowledges and undertakes to comply with Saft [Code of Conduct](#).
- Suppliers undertakes to prevent corruption, to avoid conflicts of interest and to fight fraud.
  - Supplier complies with all applicable anti-corruption laws, including the US Foreign Corrupt Practices Act, UK Bribery Act and Sapin II law.
  - Supplier works against public and private corruption in all its forms, including extortion and bribery.
  - Supplier avoids any family or personal relationships that could represent a conflict of interest and, if not possible, notifies them to the appropriate member of staff at Saft.
- Supplier adheres to fair trade practices.
  - Supplier respects principles of honesty and fairness, notably with respect to regulations applicable to competition.
  - Supplier respects intellectual property and commits to fight counterfeit throughout its supply chain.
  - Supplier protects the confidentiality of data and information provided by Saft.
- Supplier undertakes to fight against the use of conflict minerals.
  - Supplier shall not use Conflict Minerals in manufacturing processes in accordance with the [Dodd-Frank Wall Street Reform and Consumer Protection Act](#). The Conflict Minerals are defined as columbite-tantalite (tantalum ore), cassiterite (tin ore), gold, wolframite (tungsten ore) or their derivatives, or any other minerals or its derivatives determined by the US Secretary of State to be financing conflicts in the Democratic Republic of Congo and adjoining countries.
  - Supplier agrees to provide any requested information about any Conflict Minerals in the products or components they supply to Saft, if known, the country of origin and the smelter(s) or refiner(s) used to process the Conflict Mineral(s). Supplier may be required to obtain such information from its own suppliers.
  - Supplier commits to promoting a responsible supply process.
- Supplier ensures compliance of its minerals supply chain with OECD recommendations and Supplier exercises due diligence over minerals supply chain according [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#).

Supplier shall ensure that its own suppliers and subcontractors share the principles stated above.

## ETHICS, SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES - FUNDAMENTAL PRINCIPLES OF PURCHASING (FPP) -

### C. ENVIRONMENTAL RESPONSIBILITY

- Supplier recognizes that environmental responsibility is integral to manufacturing world class products.
- Supplier holds all required environmental permits and keep them up to date.
- Supplier monitors and minimizes its plant releases to air, water and soil and implements a policy of management and of continual improvement of its plants for the protection of the environment.
- Supplier gives preference to recycling over disposal whenever safe and economically possible.
- Supplier ensures safe treatment of hazardous production waste.
- Supplier communicates to Saft all necessary information concerning the presence of hazardous substances (according to international chemical management regulations) and of Substances of Very High Concern ([list](#)) according to REACH (EC/1907/2006) at more than 0.1% (w/w) in the components/articles supplied to Saft.

By submitting an offer to and/or entering into business relations with Saft and/or any of its affiliated companies, we undertake to (i) comply with the principles set forth hereabove, (ii) give access to Saft, if requested, to relevant data that demonstrate the said compliance and (iii) to collaborate with Saft to implement a performance improvement action plan in accordance with these principles.

Supplier – company name:

Name:

Title:

Date:

Signature: