

RESPONSIBLE PURCHASING CHARTER

LOXAM Group, European leader in equipment rental, as a member of UN Global Compact has chosen to place the **Corporate Social Responsibility** initiative at the heart of its strategy.

Several pillars constitute the foundations of this strategy:

- The culture of excellence in customer relations ;
- An environmental approach ISO 14001 certified, with a proactive policy of document dematerialization, which aims at achieving the zero paper use and a unique material recycling center;
- A lasting commitment to the subject of safety (ISO 45001 standard) with the desire to seek and promote innovations both internally as well as for and with customers;
- The ethical charter involving and covering everyone within the company;
- Internal training centers;
- A proactive policy for equality, inclusion and diversity in the workplace.
- An evaluation of our CSR policy by EcoVadis, which has awarded it with the "GOLD" medal in 2021.

All of these actions allow LOXAM Group to be assessed at level 3, the so-called "mature" level, according to the ISO 26000 CSR standard.

The Purchasing charter completes this global initiative.

The relationship that LOXAM Group maintains with its suppliers and subcontractors is key to the success of the company. Beforehand, LOXAM Group expects its suppliers to comply with the laws and regulations in force in the countries where they are located as well as in those where they provide services.

The purpose of this charter is to express the specific expectations of LOXAM Group with regard to its suppliers (equipment, products and services) in terms of CSR. Consequently, LOXAM Group asks all its suppliers to commit to its initiative, by signing the present "Responsible Purchasing Charter".

1. PRINCIPLES

1.1. Human Rights

The suppliers of LOXAM Group respect the principles of the Universal Human Rights Declaration of 1948.

1.2. Labour Standards

LOXAM Group suppliers comply with their national labor law, and undertake to apply the principles arising from the main international conventions, in particular:

- Convention n°14 of the ILO (International Labor Organization) guaranteeing a minimum weekly rest of twenty-four consecutive hours;
- ILO Conventions n°29 and n°105 prohibiting the use of forced labor;
- ILO Conventions on the Abolition of Child Labor and on the Minimum Age for Admission to Employment or Work.

In addition, LOXAM Group suppliers undertake:

- Not to employ a foreigner without a work permit, not to be involved in human-trafficking or in foreign labor trafficking;
- To ensure equal opportunities and treatment in employment, which implies avoiding any discrimination on grounds of ethnic origin, morals, sex, age, trade union membership, political opinions or religion of individuals;
- To allow the development of social dialogue and collective negotiations by promoting freedom of speech and association for employees;
- To implement a health protection system within the framework of the regulatory requirements applicable to it;
- To provide their employees with a safe and healthy working environment.

1.3. Environment

LOXAM Group suppliers must implement appropriate measures to respect the environment, including:

- Complying with applicable environmental regulations;
- Limiting the impact of their activities on the environment, particularly by reducing their consumption of energy and natural resources as well as their production of waste, and by controlling emissions and nuisances of any kind;
- Prevent and limit their activities' and products' environmental risks (dangerous substances, radiation, etc.), including health/environment risks;
- Systematically promote innovations related to equipment (noise reduction, pollution reduction, improvements in user safety and their immediate working environment).

1.4. Corruption Prevention

LOXAM Group suppliers must not, directly or indirectly, offer, promise, grant or request illicit payments or other undue with the goal of receiving or maintaining a market or other undue advantage.

2. IMPLEMENTATION OF THE CHARTER

2.1. Scope of application

The Charter is applicable to all suppliers of the LOXAM Group; these same suppliers must apply this document to their own suppliers and subcontractors.

2.2. Ensure financial fairness to all suppliers

LOXAM Group commits to pay all its suppliers in accordance with the law in force in each country where the Group is located (e.g. LME Law in France), applying these terms strictly and sincerely. In addition, LOXAM Group undertakes not to distort the spirit of the law and to refrain from practices such as:

- The application of unilateral unreasonable withholding for litigation at the time of settlement, except in the event of contractual provisions;
- Failure to inform the supplier in the event of a dispute;
- Voluntary delay in dealing with the dispute.

2.3. Supplier commitment

LOXAM Group suppliers must comply with national regulations as a minimum. The principles defined by LOXAM Group, if they are more demanding than these regulations or the suppliers' own codes of

conduct, constitute the reference principles. By signing the Charter, suppliers accept it and commit to respect these principles.

If these principles are not yet achieved, the concerned supplier will put in place an action plan to meet the criteria set by the Charter.

2.4. Evaluation of the application of the Charter

The Purchasing Department of LOXAM Group assesses suppliers during the referencing process, but also during the supplier selection in calls for tenders. The signing of this charter embodies LOXAM Group's desire to make the CSR selection criteria long-lasting, along with the criteria of cost, quality, services, innovation and respect for delivery deadlines.

LOXAM Group retains the right to conduct evaluations in all areas of the Charter.

I, the undersigned (name and first name):

acting in quality (function in the company):

representing the company (company name):

located (legal address of the company):

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City: Postal code :

Country:

Acknowledge having read the contractual document "Responsible Purchasing Charter" applicable to LOXAM Group suppliers, and commit to comply with all its provisions.

Signature and stamp: