

The background of the slide is a dark blue-grey color. It features a faint, stylized world map. Overlaid on the map is a network of white dots connected by thin white lines, resembling a digital or social network. In the lower-left foreground, a human hand is visible, with fingers slightly curled as if reaching out or about to touch something.

PARTNERS CHARTER

DIGITAL VIRGO

Document for External Use



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Dear Partners,

At Digital Virgo Group, we value honesty and integrity in our business practices. We believe that **professional, ethical and responsible** conduct is fundamental to our success, and that it promotes **long-term relationships with our stakeholders**.

We attach great importance to our Partners sharing a common set of principles in terms of **labor standards and social responsibility, environmental protection, ethics and business integrity**.

This Charter sets out the expectations and requirements we have regarding our employees and Partners, **to ensure that our Positive Impact values and commitments are shared and respected** throughout our collaboration.

— Social commitments

In the conduct of its activities, Digital Virgo undertakes to comply with all applicable laws, regulations and national and international conventions, in terms of labor standards and social responsibility, environmental protection, ethics and business integrity.

Digital Virgo expects its Partners to have the same respect in the management of their own organizations.



➤ Human rights

- Respecting the principles of the **United Nations Global Compact**
- To treat its employees with respect and dignity and to prevent all forms of discrimination;
- Prohibit all forms of clandestine labor, forced labor and child labor;
- Guaranteeing freedom of association for its employees

➤ Working conditions

- To provide its employees with a healthy working environment and a living wage in accordance with applicable local legislation;
- Comply with local laws, regulations (work schedules, minimum wage, hours of work);
- Promote access to training and the development of employees' skills

➤ Health & Safety

Commit to having implemented a Health & Safety policy including:

- the safety rules in force in the workplace;
- the delivery of products and services under conditions that minimize the dangers to the health and safety of its employees;
- the implementation of systems for the continuous improvement of the working and health conditions of its employees.

➤ Inclusion & Diversity

Encourage inclusion and diversity by promoting gender equality and supporting disability initiatives.

> Together, we can build a more sustainable and ethical future.

— Ethical commitments

In the conduct of its activities, Digital Virgo has implemented an **anti-corruption Code of Conduct** and expects its Partners to make equivalent commitments.



➤ Prevention of the risk of money laundering and terrorist financing

Money laundering represents a risk of being accused of facilitating the **financing of prohibited activities**.

Digital Virgo and its Partners must be vigilant in particular with regard to the following operations:

- Remittances from or to geographical areas considered risky;
- Transactions that are unusually complex or involve unusually large amounts.

➤ Prevention of corruption and conflicts of interest

To put in place the procedures provided for by law to prevent and fight corruption, and to comply with **Digital Virgo principles described in its Code of Business Conduct and its Positive Impact Report**;

- Select your suppliers or subcontractors after having carried out an appropriate due diligence.
- Inform Digital Virgo of any potential conflicts of interest.
- Adopt a strict policy on gifts and hospitality.
- Not to offer or receive a gift or invitation, outside the limits set by Digital Virgo's Code of Business Conduct.
- Comply with national and international standards on economic crimes and embargoes.

➤ Fraud prevention and control

- Adopt lawful and fair commercial practices (methods and means recognized by all as being in line with good practices of the profession, in compliance with the law).
- Implement measures to prevent and detect fraud.

➤ Data Protection

Ensure the security and confidentiality of data, in compliance with the regulations in force.

➤ Administrative Obligations and Payment Deadlines

Comply with tax, administrative and societal obligations, and payment terms previously negotiated within a framework that complies with the legislation in force.

— Environmental commitments



➤ **Reduced Carbon Footprint**

- Comply with the rules relating to the protection of the environment and make its best efforts to prevent and mitigate the negative impacts related to its activity;
- Use materials and technologies that reduce CO2 emissions;
- Adopt renewable energy solutions and optimize consumption;
- Implement recycling and waste management practices;
- Encourage sustainability initiatives and promote training programs.

Digital Virgo reserves the right to carry out audits to verify compliance with its Partners' commitments.

The Group expects its Partners to take all reasonable measures to ensure that their own Partners comply with the terms of this Charter.

DIGITALVIRGO

Version	Validation date	Validated by
V.1	01/07/2024	Guillaume Briche

Partner's Statement

I, the undersigned,

hereby confirm that I have fully read the Digital Virgo Group's Partners Charter and undertake to comply with it.

Company Name:

Name and Title of the Signatory:

Date and Signature:
