

TIAMA is committed to conducting business responsibly in terms of Corporate Social Responsibility (CSR) and expects its partners to share its vision of an economic activity which is environmentally friendly, economically efficient, and socially responsible.

This document describes the principles applicable to ensure ethical and sustainable business relationships in line with our values. This continuous improvement process will be progressive, while considering the reality of the market, our skills, and our management processes.

1. Supplier relationship

One of our strong values is integrity. Therefore, we are committed to **ethical** and **responsible** relationships with our suppliers, based on **mutual respect**. We put exchange and collaboration at the center of our relationships to build partnerships based on mutual trust.

TIAMA had put in place appropriate means to select and monitor its suppliers and is committed to share its responsible purchasing policy and strategy with them in a transparent way.

In case of disagreement, we will first seek an amicable resolution.

Finally, we require our suppliers to **strictly comply with the laws and regulations** in force in the countries they operate.

2. Business ethic

TIAMA is committed to complying with regulations on **anti-corruption** and **anti-competitive practices**.

We are committed to actively fighting against the risk of corruption and to select our suppliers in an **impartial** and **transparent** way.

We are also committed to avoiding any situation that could create a **conflict of interest**.

TIAMA is committed to respecting the intellectual/industrial property of its suppliers and asks its suppliers to do the same. When the situation requires the protection of the information exchanged, TIAMA and its suppliers will sign a confidentiality agreement.

We are committed to developing a forward-looking management of our purchases, through contracts called "CG" (Blanket Orders), to give visibility to our suppliers by communicating in advance the forecasted levels of activity to facilitate the management of resources on the supplier side.

Similarly, we expect our suppliers to communicate openly about their production capacity so TIAMA can maintain its level of activity.

3. Dependence

In accordance with the French Law of Modernization of the Economy (LME) promulgated on 04/08/2008, TIAMA makes a point of not exceeding 30% of the turnover of its suppliers, in order not to represent a risk factor (in terms of losses) in case of a sudden change in order volumes.

In addition, we strongly encourage our suppliers to multiply their customers in order to avoid a situation of significant economic dependence.

4. Environmental issues

TIAMA expects from its suppliers to:

- Strictly respect environmental law and regulations in countries where they operate.
- Have licenses and authorizations to operate in their line of business.
- Be committed to limiting their environmental impact, and when there is a significant impact, to take actions regarding waste sorting, recycling, the use of polluting products, water management, energy consumption and greenhouse gas (GHG) emissions.
- Apply the precautionary principle to environmental issues.

5. Labor and Human Rights issues

TIAMA expects its suppliers to promote and comply with Universal Declaration of Human Rights and the Declaration of Fundamental Principles and Rights at Work, regardless of the countries in which they operate.

TIAMA expects its supplier, under any circumstances, to allow any of the following practices in their activities: forced labor, mistreatment of employees and child labor.

No discrimination i.e., no distinction, exclusion or preference based on color, sex, age, language, religion, sexual orientation, or identity, national or social origin, opinion, or disability.

A decent wage and working time in accordance with the regulations in the country must be allocated.

Freedom of expression, freedom of association and the right to collective bargaining must be respected.

Tin, tantalum, tungsten, and gold (called "conflict minerals") are natural resources whose systematic exploitation and trade can lead to serious human rights violations or abuses. TIAMA allows itself to control the source of supplies of conflict minerals.

6. Health and Safety

We require our suppliers to:

- Guarantee the **health** and **safety** of their employees (safe and healthy working environment)
- Identify risks to eliminate or reduce them
- Provide adequate protective equipment when necessary.

6. Progress approach

Within the framework of the relationship of trust with our suppliers, we are ready to listen and to accompany our suppliers in the continuous improvement process on social and environmental practices.

Actions carried out by our suppliers, which are in line with the expectations described in this charter, will be considered in our supplier evaluation and performance indicators.

I, the undersigned,
(Name and function of the representative),

hereby confirm to have taken full cognizance of the TIAMA's Responsible Purchasing Charter and I commit to respect it.

Company's name:

In:

The: .././....

Signature: