



Linedata



RESPONSIBLE PURCHASING CHARTER

Message from the Chief Executive Officer



"As a leading software provider, Linedata adopts a responsible approach to business with its clients and business partners (suppliers, partners and subcontractors). In this document, Linedata affirms the commitments it expects from its business partners. "

Anvaraly Jiva, Chief Executive Officer

Given its positioning, Linedata Group is aware of the economic, social and environmental impact of its activities. Linedata's responsible approach is in the heart of the company's strategy and is based on respect for human rights, the ethical conduct of its activities and the protection of the environment.

Linedata is committed to operating in compliance with ethical standards, laws, regulations, internal policies and the following fundamental values:

Living Ethics



Caring



Smart



Sustainable



Passionate

This charter applicable to the suppliers, service providers and subcontractors of Linedata (hereinafter "the Business Partners") describes the requirements which they must comply with when collaborating with Linedata. However, this charter cannot cover all the situations which those third parties may encounter; and they must exercise discernment and follow good practices in terms of ethical, social and environmental behaviours when carrying out their responsibilities, at all times.



LINEDATA'S COMMITMENTS TO ITS BUSINESS PARTNERS .4

EXPECTED COMMITMENTS OF TRADING PARTNERS.....5

1. Social Issues and Human Rights.....5

2. Environmental issues.....6

3. Ethical & Compliance Issues6

LINEDATA'S COMMITMENTS TO ITS BUSINESS PARTNERS

Linedata is committed to:

- develop sustainable business relationships that address the challenges of working conditions and human rights, environmental protection and business ethics;
- maintain a constructive and open dialogue with the supplier on its ability to meet its commitments, and contribute, in a spirit of cooperation, to the development and implementation of appropriate action plans;
- select its suppliers and subcontractors according to a fair and impartial procurement process, and according to predefined criteria and objectives;
- include social and environmental clauses in calls for tenders whenever possible;
- promote as far as possible candidates who are better bidder in terms of CSR performance;
- promote diversity in supplier selection;
- identify and prevent conflicts of interest in relations with suppliers and subcontractors;
- avoid situations of economic dependence;
- raise awareness and train purchasing decision-makers in ethical and CSR principles.



EXPECTED COMMITMENTS OF BUSINESS PARTNERS

As part of its relationship with Linedata, the Business Partner acknowledges that its commitments on social, environmental and business ethics issues constitute obligations to be respected throughout the commercial relationship.

The Business Partner undertakes to comply with national and international laws and standards applicable to its activities in the following areas and in particular:

1. Social Issues and Human Rights



- Respect Human Rights and the principles of the United Nations Global Compact
- Respect Labour Law and the principles of the International Labour Organization including health and safety standards and to offer decent working conditions.
- Condemn in all its forms:
 - forced labour. An employee must be able to choose and to leave his employer freely in accordance with his legal notice.
 - child labour and undertakes to respect the minimum age for admission to employment.
 - any form of physical, moral, and sexual harassment.
- Promote diversity and condemn all forms of discrimination (origin, gender, religion, political opinion, nationality, age, disability, sexual orientation, social origin, etc.).
- Promote continuous, open and transparent social dialogue with its employees and their representatives.
- Offer its employees the opportunity to raise ethical and legal issues or issues without fear of reprisal, intimidation or any type of harassment.

2. Environmental issues

- Comply with any national or international environmental law
- Implement an environmental policy seeking to minimize the impact of their activities on the environment:
 - eliminate or reduce sources of pollution generated by its activities
 - preserving natural resources
 - limiting waste and promoting recycling
 - reduce its consumption of energy, water and non-renewable natural resources
 - ensure, where appropriate, that wastes considered hazardous are managed safely and properly disposed of in safe treatment plants.
- Engage in the fight against global warming through a policy, a trajectory and a strategy to reduce its greenhouse gas emissions.



3. Ethical & Compliance Issues

Linedata expects its Business Partners to engage in ethical business practices that comply with laws and regulations. If a law or regulation is more restrictive than this charter, this charter will prevail.

- Refuse any form of corruption or preferential treatment that may be perceived as cases of corruption.
- Prohibit any form of direct or indirect remuneration (gift, invitation) except when it is strictly professional and does not aim to influence decision-making.
- Avoid situations of conflict of interest that could influence the decision-making and discretion of an employee. Any familiarity or personal link between the Business Partner and Linedata employees should therefore be avoided.
- Refuse any form of fraud, deal honestly and fairly with all its stakeholders and honor its contractual commitments.
- Respect competition law and not participate in price-fixing cartels, and more generally in any unfair practice that has the effect of foreclosing a competitor from the market or restricting the market access of new competitors by unlawful means.
- Avoid being economically dependent on Linedata
- Comply with international sanctions

- Ensure the confidentiality of information communicated by Linedata, including personal data, and not communicate it to third parties without the prior written consent of Linedata. Ensure the proper implementation and strict compliance with confidentiality agreements by its employees and any stakeholder involved.
- Ensure the protection of personal data and comply with the obligations of the regulations in force, in particular the European General Data Protection Regulation "GDPR", as well as local laws and regulations, concerning in particular, the collection, processing, storage and deletion of personal data.
- Take all necessary precautions and technical and organizational measures to preserve the confidentiality, protection and security of Linedata's personal data. The supplier ensures compliance with these commitments by its second-tier subcontractors.
- Respect Linedata's Intellectual Property rights and not use the software or technology of other parties, without having taken out an appropriate license, in connection with a collaboration or when acting on behalf of Linedata.



In the event of non-compliance, the Business Partner undertakes to:

- inform Linedata's Audit and Compliance department as soon as possible at the following address: InternalAudit@se.linedata.com.
- take all appropriate measures to restore compliance.

Should the Business Partner fail to restore compliance with the provisions of this policy, Linedata reserves the right to take all appropriate measures, including terminating the contractual relationship.

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