

RESPONSIBLE PURCHASING POLICY OF ADS

As part of the deployment of its new strategy, ADS has defined a Responsible Purchasing policy to better respond to current and future challenges. The objective of this policy is to select its suppliers and to prefer the purchase of a good or a service by taking into account our social, ethical and environmental requirements.

The objective of this Responsible Purchasing policy is to develop the selection criteria of our suppliers, to participate in the progress and innovations of the latter and to build a sustainable and balanced relationship. This Responsible Purchasing policy applies to all ADS employees who are authorized to place an order. Our suppliers will be chosen and ranked on their ability to meet our requirements

ADS is also committed to its suppliers and subcontractors in order to progress mutually and to guarantee them a durable and prosperous partnership.

COMMITMENT OF ADS TO ITS SUPPLIERS AND SUBCONTRACTORS

ADS is committed to:

- Respect the principle of fairness in the treatment of its Suppliers. During a tender, provide the same information to bidders, request the same deadlines, and evaluate bids according to the same criteria.
- To evaluate the best offer, the buyers try to take into account all the components of the cost:
 - the conformity of the products and services;
 - the delivery time
 - associated logistics costs (transport, storage, etc.)
 - the global vision of the life cycle
 - the reliability of the after-sales service
- Favour, as far as possible, local candidates (objective -> 30% of suppliers located in Savoie) or who propose the best offer in terms of CSR performance
- Build long-term relationships, in a process of common and continuous improvement
- Help our suppliers to progress on CSR issues and participate in working groups on the subject
- Avoid any economic dependence that could endanger either party. In the event of ADS's withdrawal, it will be anticipated and progressive.
- Raise awareness and train its buyers in ethical and CSR principles.

COMMITMENTS EXPECTED FROM SUPPLIERS AND SUBCONTRACTORS

Social requirements

- To respect the principles of Human Rights and fundamental Labour Law in accordance with the ILO declaration, and to work for the continuous improvement of the working conditions of employees.
- Respect the safety rules for people and installations on all sites.
- Promote the employment and professional integration of people with disabilities or who are far from employment.
- Offer and encourage access to training and skills development for its employees

Ethical and compliance requirements

- Promote free competition by prohibiting any consultation or agreement on prices and offers
- Respect the legislation applicable to it, particularly social and fiscal legislation, and the regulations relating to data protection (RGPD).
- Undertake to fight against all forms of corruption, fraud and bribery. Suppliers are prohibited from offering ADS employees any advantage that would facilitate their activities (Loi Sapin II).
- Reveal any situation that could appear to present a conflict of interest, and bring to the attention of the General Management any cases where an ADS employee could have any interest in the activities of the company.

Environmental requirements

- Respect the legislation relating to the protection of the environment and make the best efforts to prevent, mitigate and repair the negative impacts linked to its activity
- Strive for best practices, environmental approaches, certifications, labels and other third-party recognition
- Strive to optimize its energy and water consumption and to limit its waste and discharges
- Favour the use of recyclable materials whenever possible and limit packaging