

HUMENS GROUP'S RESPONSIBLE PURCHASING POLICY

The Humens Group formulates and manufactures mineral-based products such as sodium carbonate, sodium bicarbonate, sodium silicate and Nabion®. A key player in this field of production, the Humens Group supplies the pharmaceutical, health, human food, animal nutrition, environment, detergent and cosmetics markets throughout the world.

This Humens Group Responsible Purchasing Policy (the " **Policy** ") commits the Humens Group's suppliers and service providers to a collaborative and sustainable approach. Through ethical and responsible partnerships, the Humens Group reduces its environmental footprint while ensuring the quality of its products and the well-being of its stakeholders. This Policy is based on the following strategic axes:

1. Sustainability and decarbonization

In particular, the Humens Group undertakes to:

- Fight against global warming by ending the use of coal by 2025 and by having defined a roadmap in line with the objectives set by the Paris Agreement.
- Work on an environmental strategy to promote and adapt solutions with a low environmental impact, throughout the supply chain.

The Humens Group expects its suppliers and service providers to be part of the same approach to reducing their environmental footprint.

2. Economic performance and safety

The Humens Group is committed to strengthening its economic and industrial performance while ensuring the quality of life of its employees and partners, particularly in terms of safety, diversity, inclusion and training by:

- Implementing rigorous measures to guarantee the safety of goods and people and reduce risks.
- Integrating a significant QWLC (Quality of Life and Working Conditions) dimension into its growth and performance strategy.

3. Adapted skills and resources

The Humens Group has the necessary skills and resources to support its overall performance by:

- Implementing recognized industrial know-how and in-depth knowledge of the market, while encouraging its partners to adopt complementary methods.
- Relying on a dedicated Purchasing team working closely with operational departments and support functions.

4. Development of real partnerships

The Humens Group is developing relationships with its suppliers and service providers into truly sustainable partnerships based on:

- The development of a common culture of safety and quality.
- Commitment to technological innovation and leadership.

5. Operational and economic excellence

The Humens Group's operational and economic excellence is the result of a common commitment and close collaboration with its partners that allows:

- To guarantee quality raw materials and services while controlling deadlines and costs.
- Adopt Social and Environmental Responsibility (CSR) principles to ensure environmental compliance throughout the supply chain.

The Humens Group asks its suppliers and service providers to read its Policy and to commit to respecting the Humens Group's Code of Conduct, adopting practices in line with its values of ethics, safety and responsibility, in order to build strong and lasting relationships together.

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