



## Social Accountability Statement

Vynova understands the social impact of its activities and maintains the standards expected of a responsible company. This is achieved internally, and in our dealings with external suppliers, through a proper conduct of business activities.

We aim to conduct our business in accordance with the highest standards and we expect the same from our suppliers. Vynova supports and adheres to the ten principles of the United Nations (UN) Global Compact, the eight fundamental conventions of the International Labour Organization (ILO) and the UK Modern Slavery Act 2015, specifically to the following commitments:

1. We will not engage in or support the use of child labour
2. We will not engage in or support the use of forced labour
3. We will provide a safe and healthy work environment
4. We will respect the rights of employees to join trade unions of their choice and bargain collectively
5. We will not engage in or support discrimination in our activities based on race, ancestry, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age
6. We will not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse
7. We will comply with applicable laws and industry standards on working hours
8. We will ensure that salaries paid will always meet legal or industry minimum standards
9. We will not knowingly engage in business associated with any activity that is corrupt or contravenes moral, legal or social codes of practice
10. We will operate to the highest standards of ethics and respect the cultural diversity of the markets in which we operate

Vynova aims to warrant environmental protection during all phases of the manufacturing processes, through the following practices:

1. Emissions and consequences of accidents that may impact the environment are limited as much as possible
2. Application and development of water and energy saving technologies is given high attention
3. Handling management for dangerous goods is put in place, so these are handled, stored and transported safely

Vynova acts on the market as an integer and compliant producer, through the following commitments:

1. We do not knowingly trade or buy conflict minerals
2. We comply with all anti-trust or competition laws that guarantee free competition
3. We oppose to corruption

A handwritten signature in blue ink, appearing to read "C. André", with a diagonal line underneath.

Christophe André  
President, Vynova Group

September 2021