SUPPLIER CODE OF CONDUCT



Removall CARBON

Version as of July 17, 2023

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PREAMBLE

At Removall, our commitment to sustainable development is deeply embedded in our DNA and our values. We strongly believe that every company has a crucial role to play in preserving natural resources, combating climate change and supporting local communities. With this in mind, we have drawn up this Supplier Code of Conduct to guarantee responsible behavior that respects our values, while ensuring a transparent and fair business relationship.

This Supplier Code of Conduct applies to all Removall suppliers, service providers, subcontractors and partners. We expect our suppliers to also commit to the ethical standards and responsible business practices set out in this Code of Conduct. We are committed to working with our suppliers to foster a culture of integrity and responsibility, and to promote together fair and sustainable business practices.



Patrick Demaegdt,
President



Jérôme Beilin,
Chief Executive Officer

01 CONTEXT AND SCOPE OF THIS SUPPLIER CODE OF CONDUCT

The purpose of this Supplier Code of Conduct is to establish the best practices expected of Removall suppliers in terms of social, environmental and ethical responsibility. It applies to all suppliers with whom the company works, regardless of their place of residence or activity.

02 SCOPE OF THE SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct applies to all activities carried out by suppliers in connection with Removall, including but not limited to the production, distribution, sale and promotion of goods or services in connection with carbon offsetting.

03 REMOVALL'S COMMITMENT TOWARDS ITS SUPPLIERS

Removall is committed to the principles of transparency, honesty, fairness and cooperation in its dealings with suppliers. The company also undertakes to respect the terms of the contracts it concludes with its suppliers, and to provide them with support where necessary.

04 OPERATION OF THE SUPPLIER CODE OF CONDUCT

4.1 Adherence to the Supplier Code of Conduct

All Removall suppliers must adhere to this Supplier Code of Conduct and undertake to comply with the principles and standards set forth herein.

4.2 Communication and Training

Removall undertakes to communicate the terms of this Supplier Code of Conduct to its suppliers.

4.3 Monitoring and review of the Supplier Code of Conduct

Removall undertakes to regularly update this Supplier Code of Conduct to adapt it to changes in its environment, practices and international standards. Suppliers will be informed of changes to the Supplier Code of Conduct and will be asked to comply with them.

05 BEST BUSINESS PRACTICES

5.1 Business integrity

Suppliers must conduct their business activities with integrity, avoiding any unfair or fraudulent behavior. Business practices such as corruption, collusion, embezzlement, money laundering and any form of bribery are strictly prohibited. Suppliers must also comply with competition laws.

5.2 Conflicts of interest

Suppliers must avoid conflicts of interest and declare any potential or actual conflicts. Conflicts of interest may arise when a supplier's personal or financial interests conflict with those of Removall. Suppliers must be transparent in their business dealings with Removall and act in the best interests of the company.

5.3 Anti-corruption practices

Suppliers must comply with international anti-corruption laws and standards, including the United Nations Convention against Corruption and the FCPA (Foreign Corrupt Practices Act). Suppliers must not offer or accept bribes, gifts, hospitality or other benefits that could influence or appear to influence a business decision.

5.4 Fair competition

Suppliers must comply with competition laws and undertake to compete fairly with other companies. Suppliers must not engage in deceptive or misleading business practices, such as misleading advertising or misrepresenting the quality of their products or services.

5.5 Confidentiality

Suppliers must protect Removall's confidential information and refrain from disclosing it to third parties without authorization. Confidential information may include sensitive business information, personal data, patents, inventions and proprietary information about the company's business. Suppliers must also comply with Removall's confidentiality policies and ensure that their employees and subcontractors are also bound by these policies.

06 BEST FINANCIAL PRACTICES

6.1 Accuracy of financial information

Suppliers must ensure that all financial information is accurate, complete and transparent. They must comply with applicable accounting and financial standards and maintain accurate records.

6.2 Financial transparency

Suppliers must be transparent about their financial situation and communicate on a regular basis with Removall to provide up-to-date financial information.

6.3 Internal controls

Suppliers must implement internal control measures to ensure the accuracy and reliability of all financial information.

07 FAIR TREATMENT AND EQUAL OPPORTUNITIES

7.1 Absence of violence and discrimination

Suppliers must not tolerate or practice physical, sexual, verbal or psychological violence, or discrimination based on race, color, gender, sexual orientation, age, nationality or any other illegal criterion.

7.2 Absence of forced labor

Suppliers shall not use forced or compulsory labor, including prison labor, forced labor or bonded labor.

7.3 Absence of child labor

Suppliers must not employ children under the age of 15, nor violate applicable local laws and regulations regarding minimum working age.

7.4 Fair wages

Suppliers must pay employees fairly, complying with legal minimum wages and providing appropriate benefits.

7.5 Reasonable working hours

Suppliers must comply with laws and regulations concerning working hours, paid vacations, weekly rest periods and annual vacations.

08 HUMAN RIGHTS

8.1 Human rights compliance

Suppliers must respect human rights, as defined in the United Nations Universal Declaration of Human Rights.

8.2 Protection of vulnerable populations

Suppliers must take measures to protect vulnerable populations, such as children, people with disabilities and indigenous communities, from infringements of their rights.

09 HEALTH & SAFETY

9.1 Employee safety

Suppliers shall ensure that their employees work in a safe and healthy environment, taking all necessary measures to prevent occupational accidents and illnesses. Suppliers must comply with all local and national occupational health and safety regulations.

9.2 Hygiene and Health

Suppliers must ensure adequate health and hygiene conditions for their employees, by providing clean sanitary facilities and encouraging appropriate hygiene practices.

10 ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

10.1 Environmental protection

Suppliers must take action minimize their environmental impact, in compliance with local and national environmental regulations. They must implement pollution prevention measures, reduce energy and water consumption, and manage waste responsibly.

10.2 Reducing carbon footprint

Suppliers must take action to reduce their carbon footprint, by reducing greenhouse gas emissions from their activities and encouraging sustainable practices.

11 DATA PROTECTION AND PRIVACY

11.1 Protection of personal data

Suppliers must guarantee the confidentiality and protection of personal data, in particular in accordance with the European Union's Regulation on the Protection of Personal Data (RGPD) and in compliance with all local and national data protection regulations.

11.2 Confidentiality of information

Suppliers must respect the confidentiality of commercial and industrial information, and refrain from disclosing such information to third parties without prior authorization.

12 INTELLECTUAL PROPERTY

12.1 Protection of intellectual property

12.1.1 Suppliers shall comply with international intellectual property laws and standards, as well as with the recommendations proposed by the World Intellectual Property Organization (WIPO), an agency of the United Nations. Suppliers must not use, copy or distribute the work or intellectual property of others without authorization. Suppliers must also protect Removall's intellectual property rights and refrain from any unauthorized use of its trademarks, logos or other intellectual property.

12.1.2 Suppliers shall respect intellectual property rights, including trademarks, patents, copyrights and trade secrets, and shall refrain from any infringement of such rights.

12.2 Lawful use of intellectual property

Suppliers must use intellectual property lawfully, in compliance with all local and national intellectual property regulations.

13 COMPLIANCE WITH LAWS AND REGULATIONS

13.1 Compliance with laws and regulations

Suppliers must comply with all applicable laws and regulations, including environmental, social, tax and customs regulations.

13.2 Compliance with international standards

Suppliers must comply with international human rights, labor and environmental standards, such as the Organization for Economic Cooperation and Development (OECD) guidelines for multinational enterprises, International Labor Organization (ILO) conventions and international environmental agreements.

13.3 Declarations and reports

Suppliers shall provide Removall with all information and reports required by law and by this Supplier Code of Conduct.

14 NON-COMPLIANCE WITH SUPPLIER CODE OF CONDUCT

14.1 In the event of a breach of this Supplier Code of Conduct, Removall reserves the right to take appropriate action, including immediate termination of the contract to which this Supplier Code of Conduct is attached.

14.2 In the event of any potential or actual violation of this Code of Conduct, suppliers shall immediately inform Removall. Suppliers shall also cooperate fully with Removall to take all necessary steps to remedy the breach. Removall reserves the right to take corrective action, including termination of the contract with the supplier, in the event of a proven violation of this Supplier Code of Conduct in accordance with the preceding paragraph.

14.3 By signing this Supplier Code of Conduct, suppliers acknowledge that they have understood and accepted the requirements set out in this document. They undertake to comply with these requirements and to exercise due diligence in the conduct of their activities.

Company name

Signature and
company stamp

Name and title

Registration number / Statutory number /
Company number

Date and location



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