

RESPONSIBLE PURCHASING CHARTER

OF SYMATESE

FOR A STRONG ETHICAL
CULTURE,
OF TRUST,
TRANSPARENCY,
OF SHARING
AND COHESION.





A WORD FROM OUR GENERAL MANAGER JEAN-PAUL GÉRARDIN

At Symatese, we explore and create medical solutions for reconstruction, restoration and rejuvenation. These products, made available to the medical community, are the result of our technology platforms and expertise in the areas of biopolymer extraction and processing, as well as silicone elastomer and polymer processing.

We work in partnership with leaders in the medical and cosmetic industries with whom we share our knowledge to develop the best solutions. We also market our own branded products directly to healthcare professionals through our own sales network.

We provide innovative therapies, which are tested in clinical performance and safety studies, to surgeons, physicians and aesthetic practitioners.

Today, more than 25 million patients a year benefit from our technology platforms through practitioners around the world.

Our shared core values are ethics, responsibility, respect, cohesion, agility, trust and a results-oriented culture. These values are the basis of SYMATESE's mission.

Today SYMATESE wishes to take up a new challenge by integrating CSR solutions and actions in a structured way within its technological and scientific expertise in order to offer all its stakeholders solutions in line with the challenges of today and tomorrow.



OUR RESPONSIBLE & SUSTAINABLE PROCUREMENT CHARTER

Sustainable development and corporate social responsibility (CSR), ethics and responsibility are part of the the founding values that are inseparable from Symatese's business.

We are committed to these values on a daily basis and they should be shared with all our suppliers and partners.

The purpose of our Responsible and Sustainable Purchasing Charter is to clarify our expectations of our partners and suppliers and to specify our commitments throughout the purchasing and supply chain.

This Charter is a long-term project.

It aims to integrate CSR and ethics into the selection criteria, in the same way as quality, service, cost, innovation or risk management criteria.

It reflects the approach we wish to take with our suppliers and partners to ensure that our relationships are sustainable, profitable and responsible.

We count on our suppliers, our partners, but also on our teams, to apply it every day.

Each Purchasing department, and any employee in contact with our suppliers, must take note of this charter.

This charter is an opportunity for the company to formalize with its suppliers its willingness to integrate a new approach to purchasing, by integrating the 3 pillars that make up sustainable development (environmental / social / economic), in the same way as our Ethics Charter where we expect our stakeholders a relationship of trust, loyalty and transparency.

Symatese is building a corporate culture based on trust, honesty, transparency and responsibility. Its values and principles are reflected in its Code of Conduct and Professional Ethics and its anti-corruption policy.

All entities of the group, such as Symatese, Symatese Aesthetics, Symatese Device, Symatese Latam, Symatese Shanghai, respect and apply these values and principles.

The Code of Conduct and Ethics and the Anti-Bribery Policy will soon be available on the Group's website **www.symatese.com**, as well as on the websites of each of its subsidiaries.



THE SUPPLIER'S COMMITMENTS

COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS

The Supplier shall comply with all applicable laws, regulations and international standards relating to human rights, competition, personal data protection, anti-corruption and fraud, and environmental protection.

The Supplier also and particularly undertakes to respect :

- the 1948 United Nations Universal Declaration of Human Rights and its two complementary covenants (the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights)
- the Fundamental Conventions of the International Labour Organization (ILO), in particular Convention C138 and the ILO Declaration on Fundamental Principles and Rights at Work,
- the United Nation pact,
- the athensian principle of ethics adopted on January 23, 2006,
- the General Data Protection Regulation (UE 2016/679),
- the law Sapin 2 n° 2016-1691 dated December 9th 2016,
- the law on the duty of care n° 2017-399 dated March 27, 2017.



ACTING WITH INTEGRITY AND ETHICS

Supplier shall conduct its business in accordance with the principles of fairness, integrity and equity. Thus, Supplier shall not:

- To practice any act of corruption, in particular to refrain from demanding, offering, promising or granting any advantage to employees of Symatese or to third parties close to them in order to obtain a contract or other advantage in business relations.
- Taking advantage of a conflict of interest situation as a result of personal relationships with Symatese staff, or taking advantage of a conflict of interest situation in the course of business activities.
- Engage in anti-competitive behavior.
- Participate in money laundering operations.
- In this respect, the Supplier particularly undertakes, if it is subject to it, to comply with and implement the requirements of Law No. 2016-1691 of December 9, 2016 on transparency, the fight against corruption and the modernization of economic life, known as «Sapin II».
- The Supplier undertakes to respect and ensure respect for the principles of the Group's Code of Conduct and Professional Ethics and Symatese's anti-corruption policy: these documents will be freely available for consultation on Symatese's website www.symatese.com and the websites of each of the Group's subsidiaries.



CONDUCTING RESPONSIBLE EMPLOYMENT PRACTICES: FUNDAMENTAL RIGHTS AND THE FIGHT AGAINST DISCRIMINATION

Supplier's employment practices with respect to its employees shall comply with all applicable laws, regulations and standards. To this end, Supplier shall:

- Will take all measures to ensure the health and safety of all its employees;
- Is prohibited from engaging in human trafficking or participating in any operation that could be characterized as such;
- Shall not use any form of forced or compulsory labor;
- Shall not derive, directly or indirectly, any benefit from any form of slavery.
- Will not employ children under the age of 15, or the minimum age set by local law if higher;
- Will comply with applicable wage and hour laws. In particular, it guarantees compliance with the minimum wage, overtime pay, and maximum working hours;
- The Supplier shall not discriminate in any way and shall not discriminate on the basis of race, color, religious creed, sex, sexual orientation, social status, or physical or mental disability, except where local regulations require it to comply with so-called «affirmative action» standards, in which case the Supplier shall inform Symatase of the corresponding rules and how it will comply with them;
- Prohibit any form of physical or psychological violence.
- Will not tolerate any form of sexual harassment and will put in place measures to support victims of such harassment;
- Protect employees' personal data and use it without abuse;



TO ACT IN FAVOR OF ENVIRONMENTAL PRACTICES

The Supplier shall manage its activities in an environmentally sound manner and shall in particular implement concrete measures:

- Aiming to control their energy as best as possible as :
the consumption of water, energy, natural resources and other raw materials necessary for its activities with a view to rationalizing its consumption.
- consumed while increasing their economic efficiency, and even to develop their rate of reuse and/or recycling whenever possible.
- To reduce and/or treat its emissions into the air, its effluents to land and/or water and waste of any kind resulting from its activities.
- The Supplier agrees to comply with the industry standards applicable to its activities, taking into account the products or services it provides to each Symatese entity.
- At the request of the entity concerned, the supplier may be able to communicate these standards to the subsidiary in writing.



CONTROLS AND AUDITS OF COMMITMENTS

In order to demonstrate compliance with the commitments made, Supplier agrees to:

- Communicate the Charter to all of its personnel involved in business relations with Symatese, failing which it will provide its personnel with adequate information for the implementation of the principles set forth in this Charter in the language of the country in which it operates.
- At Symatese's request, the Supplier shall provide it with a copy.
- Identify and implement appropriate measures to prevent serious violations of human rights and fundamental freedoms, the health and safety of people and the environment resulting from its activities, those of the companies it controls, and the activities of its subcontractors or suppliers.
- Ensure that its suppliers and subcontractors (the «Subcontractors»), regardless of the country in which they operate, are subject to commitments at least equivalent to those it makes under the Charter.
- And the Supplier shall ensure that its Second Tier Providers comply with these commitments.
- Provide in writing to the relevant Group Subsidiary, as soon as possible, all certificates and documents required by the laws and regulations (hereinafter «Document(s)») applicable to the Supplier in terms of social, environmental and labor law.
- To provide answers to the evaluation/audit questionnaires sent by the Symatese Group entity and any evidence necessary to demonstrate this: any unjustified answer may be considered a failure to meet the commitments made.



In order to demonstrate compliance with the commitments made, Supplier agrees to:

- In order to verify compliance with the commitments made, the Supplier authorizes Symatese or any entity of the group to carry out, at its own expense, by its own means or by using a third party, any audit, on site or on the premises, after having notified the Supplier with 15 (fifteen) calendar days' notice.
- In the event of an audit of employment practices (§ «3. Conducting Responsible Employment Practices»), no advance notice is required.
- Supplier agrees to provide reasonable assistance and to act diligently in the conduct of such audit.
- The Supplier shall ensure the proper cooperation and coordination, if any, with the Second-Class Providers. The costs incurred by the Supplier in this connection shall be borne by the Supplier. The company concerned shall have the same rights against the Second-Class Providers as it has against the Supplier.
- The Supplier shall inform, as soon as it is aware of them, of all incidents, behaviors contrary or serious infringements of the principles of the Charter either directly in writing to the parent company or the subsidiary by e-mail or by calling the hotline: (free number)
- The user also agrees to take all appropriate and immediate measures to stop the aforementioned infringements, and will inform Symatese Group or one of its entities in writing.



BREACHES OF COMMITMENTS

RISKS OF DENUNCIATION BY THE SUPPLIER

In the event of denunciation of the Charter by the Supplier or of a breach of the commitments set forth therein which is noted by Symatese group or one of its entities, the latter may, as of right and without prejudice to any damages and interest :

- Request that the Supplier implement corrective actions within a defined time frame.

- and/or - prohibit the Supplier, with immediate effect, from using any of the trademarks or names of its Group, even by way of reference.

- and/or - terminate all or part of the business relationship with the Supplier.

SIGNATURE AND SUPPLIER IDENTIFICATION

Name of the company:

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Name of representative:

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Representative's title:

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Date:

Signature and stamp of the company:

