

SUPPLIER RELATIONSHIP & CSR CHARTER

VERSION 2021



PREAMBLE

SNCF is developing a responsible purchasing strategy, and is committed to respecting human rights, protecting the environment and fighting corruption.

By adhering to this "Supplier Relationship & CSR Charter", the Supplier undertakes to work in accordance with the principles set out below.



1. COMMITMENT TO COMPLIANCE

As part of the contract performance, the Supplier undertakes to comply with all applicable regulations, and especially those relating to the following areas:

• Human Rights and Fundamental Freedoms:

The Supplier undertakes to respect the terms of the 8 fundamental conventions of the International Labour Organisation, when these are not incorporated into the laws and regulations of the country in which its workforce is employed. As a reminder, SNCF subscribes to the United Nations Global Compact.

The Supplier undertakes not to use any form of forced labour, nor any form of child labour for his own operations or in its supply chain.

The Supplier refrains from any form of discrimination or harassment. It implements all required measures, including those promoting diversity and gender equality.

• Protection of the environment

• Occupational health and safety, and working conditions.

• Prevention and fight against corruption and money laundering:

The Supplier must refrain from any form of corruption or from any endeavours which could potentially be interpreted as such.

It also must refrain from corrupting, influencing or interfering with the integrity, independence of judgment, or objectivity of any SNCF employee.

• Competition law and ethical business practices.

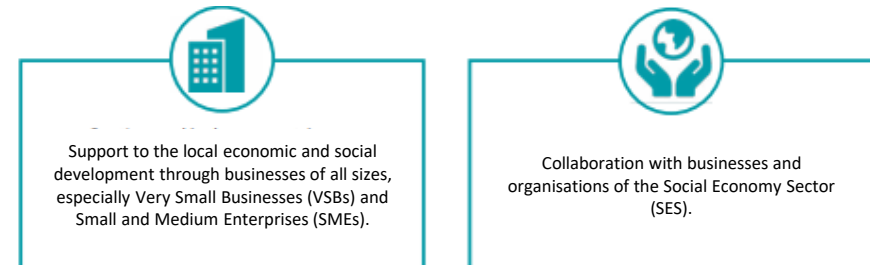
In addition, the supplier must comply with its tax and social obligations and make all required disclosures, in particular concerning taxable profits to the tax authorities of the country in which it operates and provides services on behalf of the SNCF Group.

The supplier is encouraged to set up appropriate risk management systems (System of Environmental Management [SEM], Project Management System [PMS], Quality Safety, ... etc.). The Supplier is encouraged to behave in a proactive and exemplary manner demonstrated by a continuous improvement approach to CSR and ethical business practices.

2. COMMITMENT TO PROTECT THE ENVIRONMENT

The Supplier undertakes to prevent and control the risks and the impact on the environment of its activities linked to its contract with SNCF, by taking any necessary steps, particularly regarding the circular economy, the reduction of greenhouse gas emissions, the protection of the environment and the preservation of biodiversity.

3. COMMITMENT TO SUPPORT A LOCAL AND INCLUSIVE ECONOMY



To support SNCF in this approach, contractual commitments may be set up between the Supplier and SNCF, among others through clauses pertaining to the employment of disabled people or of businesses giving preference to disabled people. SNCF has increased the share of CSR criteria in the evaluation of offers, which may represent up to 20% of the overall weighting.

4. COMMITMENT ON ETHICS AND INTEGRITY MATTERS

In the context of its activities and relations with SNCF and its subsidiaries, the Supplier respects principles of honesty, integrity and fairness.

The Supplier is aware of SNCF Group's [Ethical Charter](#) and undertakes to refrain from any action which may result in employees of SNCF Group not complying with this charter.

5. AUDITS AND ASSESSMENTS

The supplier may be required to demonstrate that it has properly implemented the terms of this charter. For this purpose, the Supplier authorizes SNCF to carry out audits or have audits carried out as provided for in the contract. SNCF encourages the Supplier to have its CSR performance regularly assessed by an independent third-party body and to measure the social and environmental footprint of its activities.

In the event of non-compliance with obligations set out in this charter, corrective actions provided for in the contract may be applied and/or the Contractor may be excluded from public procurement tenders as provided for by the relevant regulations.

