



RESPONSIBLE PURCHASING POLICY



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H2air is an independent company, creating renewable energy solutions, which has a positive impact on people & their planet.



Motivated by this purpose, we have structured our responsible approach, starting with our **CSR Charter**, adopted by the group on December 7, 2022.

We now wish to advance this approach, focusing on how our group selects his **strategic partners**, with whom it builds commercial relationships.

Strategic partners include **suppliers, service providers, and subcontractors** which collectively represent at least 90% of H2air's total purchase volume.

Our **commitment to ethical standards** has been a part of our DNA since our founding, and we aim for our partners to share our principles. To this end, this **Responsible Procurement Policy**, based on six pillars, serves as a guide toward more responsible, fair, and sustainable procurement practices.



OUR **6 PILLARS**

for more responsible procurement



- 1. Compliance with laws & regulations** in every places where we operate, to always comply with our commitments and convictions, in the potential cases where local laws and regulations would be more permissive
- 2. Inclusion of environmental & social dimensions** in every consultation which leads to the choices of subcontractors, service providers, and strategic suppliers. This selection criterion aims to promote environmental equity and strengthen the local value chain whenever possible.
- 3. Ethics**, central to the way we conduct our strategic purchases, combining honesty and integrity, and being vigilant about any potential conflict of interest. These aspects are included and detailed in the ethics charter shared with all our employees.
- 4. Build equitable cooperations** by monitoring and avoiding economic dependency in partnerships.
- 5. Communicate** with our strategic partners in an atmosphere of listening, mutual respect, and encouraging mediation to foster healthy, transparent, and profitable business relationships.
- 6. Increased vigilance** about compliance with international ethical standards such as:
 - [International Labour Organization \(ILO\) Conventions](#)
 - [The guiding principles of the Organisation for Economic Cooperation and Development \(OECD\)](#)
 - [The UN Global Compact's 10 Principles](#)
 - [The Universal Declaration of Human Rights](#)

Among these principles, we pay particular attention to:

- > **Prohibiting child labour** and all forms of **slavery**, as well as any form of forced, illegal or covert labour
- > **Health, safety, and hygiene** in the workplaces
- > **Freedom of assembly**, association and collective bargaining
- > Promoting **gender equality** and pay equity
- > **Preventing** all forms of **discrimination**
- > **Combating** all forms of **harassment**

By respecting these 6 pillars, we want to achieve **more responsible purchasing**. We do, however, believe that our ambition can only have a **major virtuous impact** if our partners share our requirements. This is why this responsible purchasing policy is complemented by a **code of good conduct** for our strategic partners, we therefore invite them to take note of this code and to comply with it.

Finally, H2air expects partners to report any violations of these principles, whether it is potential or actual, without delay by emailing rse@h2air.fr.