



**AGL**

AFRICA GLOBAL LOGISTICS

**SUSTAINABLE  
PURCHASING  
CHARTER**



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## PREAMBLE

Africa Global Logistics' (AGL) Sustainable Purchasing Charter defines the principles which are intended to ensure ethical and sustainable commercial relationships with our suppliers of goods and services, and our subcontractors, in strict compliance with the applicable laws and regulations and our commitments in terms of sustainability.

These principles reflect our commitment to implement, all necessary measures, throughout our value chains:

- > To prevent and mitigate risks as well as serious violations or breaches of basic principles in terms of human rights and fundamental freedoms, working conditions, the environment, and ethics, linked to our business activities.
- > And, to optimize our positive impacts.

### **Purpose of the Sustainable Purchasing Charter**

To share our commitments with our suppliers and subcontractors, our expectations from them and to ensure their involvement on sustainability topics.

By adhering to this Charter, AGL's suppliers and subcontractors commit to comply strictly with the laws and regulations in force in the countries where they are present or provide services; as well as undertake to collaborate with us for the implementation of the principles explained, and if necessary, to take any appropriate corrective action in a process of continuous improvement.

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## AGL SUSTAINABILITY PRINCIPLES



### Fostering inclusive trade

We commit to ensure that all suppliers, subcontractors, and partners in our value chain adhere to ethical and responsible business practices, including, but not limited to compliance with all relevant laws and regulations, as respect for human rights and labour standards.



### Addressing social challenges

We are committed to do everything possible to ensure healthy, safe and attractive workplace environment for our teams, to support employees through relevant training and to encourage the diversity.



### Enabling logistics decarbonization and protecting our blue planet

We are committed to provide our customers and partners with logistics solutions sustainable respectful of the environment. We are working to minimize our environment impact through the implementation of green logistics practices and are seeking partners, suppliers and subcontractors who share this commitment.

*This charter defines the principles for our sustainable purchasing practices and is subject to periodic review and revision, to ensure that it remains aligned with our values, our missions and ongoing efforts to be environmentally conscious, ethical and responsible.*



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## AGL'S COMMITMENTS TO ITS SUPPLIERS AND SUBCONTRACTORS

AGL undertakes to:

- **Develop sustainable commercial relationships** suited to the effective management of risks and the challenges related to working conditions, the protection of the environment, business ethics, and human rights; all along the value chain.
- **Maintain a constructive and open dialogue with suppliers or subcontractors**, regarding their ability to meet their commitments, and contribute, as far as possible and in spirit of cooperation, to the development and implementation of suitable action plans.
- **Select suppliers or subcontractors based on a fair and impartial purchasing process**, based on predefined and objective criteria.
- **Promote a Sustainable Purchasing approach** by including social and environmental clauses in calls for tender where possible; and by giving preference wherever possible to candidates with the best CSR (Corporate Social Responsibility) performance ratings, while informing unsuccessful suppliers or subcontractors of the reasons for their rejection
- **Maintain a responsible financial relationship with our suppliers and subcontractors**, scrupulously respecting legal payment deadlines, to ensure the fluidity of the end-to-end payment process, where necessary, to inform the supplier or subcontractor of a delay in payment or withholding, whether related or not to a dispute and to dealing with cases in a proactive manner.
- **Avoid and manage** financial dependence situations and provide assistance, whenever required to suppliers and subcontractors to help them diversify their customer base. Whenever AGL disengages, the process shall be announced in advance and gradually.
- **Identify And prevent** conflicts of interest in relationships with suppliers and subcontractors.
- **Raise awareness of** purchasers and train them to **ethical and CSR principles**.

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## COMMITMENTS EXPECTED OF SUPPLIERS AND SUBCONTRACTORS

By adhering to this charter, the supplier or subcontractor undertakes to comply with all local and international legislation applicable to their activities, including the fundamental conventions of the International Labour Organization (ILO) and the principles of the United Nations Global Compact relating to human rights, international standards, environmental protection and business ethics. The supplier or subcontractor also commit to transparency, good faith and cooperation to ensure that these commitments are met at every stage of the relationship

### 1) Respect for human rights and social standards

Respecting the principles of the [United Nations Global Compact](#), in particular

**> Freedom of association and the effective recognition of the right to collective bargaining** The supplier or subcontractor undertakes to guarantee the principles of freedom of association, collective bargaining, and union protection to its employees in accordance with ILO Convention N°87. All workers and employers have the right to form, join and manage organizations of their own choosing in accordance with local legislation, to defend and promote their professional interests. These principles apply to all sectors of activity and to all categories of workers.

**> The elimination of all forms of forced or compulsory labour**  
The supplier or subcontractor undertakes not to use forced or compulsory labour in the context of its activities as defined in ILO conventions N°29 and N°105.

Forced or compulsory labour can be defined as all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

This refers to situations in which people are forced to work through the use of violence or intimidation, or by more subtle means such as debt bondage, withholding of identity documents or the threat of denunciation to migration authorities.

The supplier or subcontractor also undertakes not to apply less favorable treatment to migrant workers, and to respect the principles of ILO Convention N°97.

**> The effective abolition of child labour**

The supplier or subcontractor undertakes to comply with the provisions relating to compliance with the minimum age for admission to employment in accordance with the local legislation and the elimination of child labour as defined in the conventions of the ILO conventions n°138 and n°182.

Child labour refers to work that is mentally, physically, socially, or morally dangerous and harmful to children; and/or interferes with their schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

The worst forms of child labour involve children reduced to slavery, separated from their families, exposed to serious risks and illnesses and/or left to fend for themselves.

The aim is to prevent children from doing any work that is detrimental to their education and development.

**> The elimination of discrimination at work**

Under ILO conventions n°111 on discrimination, and in accordance with the AGL Diversity and Inclusion Charter, the supplier or subcontractor undertakes to put an end to any form of discrimination at work which very often takes place in many different forms. No distinction, exclusion or preference may be made based on race, color, sexual orientation, physical appearance, state of health, family situation, pregnancy, social origin, religion, political opinion, union membership.

**> The distribution of a salary contributing to a decent living condition**

The supplier or subcontractor undertakes to pay their employees a decent level of wages enabling them to meet their essential needs, taking into account the general level of wages, cost of living and social security, paid regularly and on reasonable time.

**> Respect for legal working hours**

The supplier or subcontractor agrees to comply with local legislation on working hours, guarantee clear working hours as well as remuneration corresponding to the hours worked. In the absence of national laws on working hours, ILO conventions set the general standard that working hours may not exceed 48 hours per week and 8 hours per day. All workers must have at least 24 consecutive hours off per 7-day period, except in exceptional circumstances.



### **The right to training**

AGL encourages its suppliers and subcontractors to offer and promote access to training and skills development for its employees.



### **Guarantee of social security minimum standards**

Under the ILO Social Security Convention N°102, the supplier and subcontractor undertake to guarantee to its own employees a level of social protection guaranteeing human dignity, and to the extent possible. These include medical care, sickness benefit, unemployment benefit, work accidents and occupational illnesses, family care, maternity benefits as well as old-age, invalidity and survivors' benefits.

## **2) A safe and healthy working environment**



### **Provision of decent working conditions as well as compliance with health and safety standards**

The supplier and subcontractor undertake to provide a safe and healthy working environment for its employees.

Under ILO Convention N°155, they are required to:

- Ensure that workplaces, machinery, equipment, and processes under their control are safe and without risk to health of their employees.
- Ensure that chemical, physical and biological substances and agents under their control are without risk to the health when the appropriate measures of protection are taken and;
- Provide, where necessary, and at no cost to the worker, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable; the risk of accidents or of adverse effects on health.

## **3) Respect of basic ethics and compliance rules**



Comply with AGL's ethical principles described in its Ethics and CSR Charter and its Code of conduct and contribute to the fight against corruption and harmful conflicts of interest in business activities and relationships with suppliers.



Comply with French regulations as well as OECD (Organization for Economic Cooperation and Development) directives for the prevention of corruption and the peddling of influence and any similar legal provisions and prevent these practices by taking effective measures with regard to its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers and their representatives respective directly or indirectly involved, or in any way whatsoever, in the execution of business relationship.

- > In general, comply with all national and international standards related to financial misconduct, notably with respect to the financing of terrorism, money laundering, embargoes, and arms and of narcotics trafficking.
- > Suppliers and subcontractors must promote free competition, thereby preventing any coordination or agreements on pricing and offers, and the participation in any cartels.

#### **4) Respect for the environment and preservation of biodiversity**

Suppliers and subcontractors undertake to protect the environment, comply with applicable local and international regulations and to take steps to minimize the negative environmental impact of their activities in terms of:

- > Prevention of air, water and soil pollution.
- > Treatment of air emissions, wastewater, effluents and pollution of all kinds resulting from its activities.
- > Optimization of water consumption and energy consumption.
- > Managing and reducing waste and implement recycling and recovery solutions wherever possible.
- > Reducing the impact of their activities on biodiversity and ecosystems.
- > Measuring the CO<sub>2</sub> emissions of its activities (carbon footprint) and provide AGL with information on the environmental impact of its products (life cycle analysis, etc.).
- > Proposing and implementing continuously more effective environmental solutions wherever possible.
- > Management of accidental pollution as quickly as possible.

#### **5) Verification of the CSR commitment of suppliers and subcontractors**

AGL reserves the right to request CSR compliance assessments from its suppliers or subcontractors, as well as to carry out audits to monitor compliance with the commitments mentioned in this Charter.

AGL expects from its supplier or subcontractor to take all reasonable measures to ensure that its own suppliers and subcontractors comply with the terms of this Charter.

I, the undersigned \_\_\_\_\_

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\_\_\_\_\_

hereby confirm to have taken fully cognizance of the AGL's Sustainable Purchasing Charter, the non-compliance of which may be considered as a breach of a nature to cause, depending on its seriousness, the termination of the contract.

Name of the company: \_\_\_\_\_

\_\_\_\_\_

Nom and position of the representative: \_\_\_\_\_

\_\_\_\_\_

Place: \_\_\_\_\_

Signature:

Date:     /     /



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