Gemalto Purchasing CSR Charter

Both Gemalto and Suppliers

- Respect in each country the fundamental ILO Conventions
  - Gemalto commits to respect in each country where we operate the fundamental ILO conventions:
    - **Freedom of Association**
      - 87 Freedom of Association and Protection of the Right to Organize.
      - 98 Right to Organize and Collective Bargaining
    - **The Abolition of Forced Labour**
      - 29 Forced Labour
      - 105 Abolition of Forced Labour
    - **Equality**
      - 100 Equal Remuneration
      - 111 Discrimination (employment and Occupation)
    - **The Elimination of Child Labour**
      - 138 Minimum Age
      - 182 Worst Forms of Child Labour
  - Gemalto strongly expects from its suppliers to enforce at least these fundamental ILO conventions, including in countries that have not signed them yet. Likewise Gemalto expects from them to enforce specific national, European or international regulations related to their activities, such as social, labor, health & safety rules.

- Ensure the compliance of health and safety laws in the workplace
  - It is in Gemalto’s objectives to improve work conditions in the workplace and to provide our employees with relevant protection and trainings regarding their activity.
  - Thus, we obviously comply with all regulations as regards Health and Safety worldwide, and engage our suppliers to do so.

- Take part to the economic and social development of the region
  - Gemalto ensures to involve the local community in all its countries sites. We also commit to promote gender diversity, education and trainings to ensure equal opportunities and to fight against discrimination during recruitment.
  - As a result, our suppliers are invited to engage the community, so as to help foster social and economic development, within considering fairness and respect towards their employees.

- Fight against corruption in all its forms
  - Suppliers & Gemalto shall comply with all legislations relating to ethical and responsible standards of behaviors, including those dealing with human rights, bribery or corruption.
  - As a basic commitment, Gemalto joined and encourages other companies to join the United Nation Global Compact, fighting among others, against all forms of corruption or bribery
Adopt a “fair attitude”

Gemalto policy is based on a set of values and guidelines for actions and behaviors that respect people: Gemalto commits to behave in a responsible, transparent and fair manner while doing business or collaborating with its stakeholders.

In that mind, the sourcing process is set on a total fair attitude and transparency towards our stakeholders. Thus, we expect our suppliers to share these values, so as to jointly improve ethical practices.

Comply with local, national & international legislations regarding Environment

Gemalto commits to comply with all environmental legislations, and urges its suppliers to respect all national, European and international legislations relating to environment (REACH, RoHS, WEEE…).

Undertake initiatives to reduce environmental impacts of operations and products

Beyond legal compliance, Gemalto is willing to join its partners to identify weaknesses in the processes and to set desirable developments in environmental protection, such as controlling the environmental impacts associated to its activities.

As environmental efficiency is a core rule in Gemalto policy, such as finding and implementing best environmental practices, it has to be a mutual commitment.

Promote a procurement which limits the use of natural and non-renewable resources

As a “responsible purchasing” objective, Eco design and Eco conception are essential to Gemalto.

In that mind Gemalto strives, as far as possible, to design and manufacture products in the interests of a sustainable and responsible innovation, and we invite our suppliers to share these methods.

Gemalto expects from its suppliers to provide products and services contributing to the best economic performance all along their Life Cycle

Beyond the “quality, cost and delivery triptych”, Gemalto is definitely willing to buy and sell responsible products from conception to end of life.

Thus, we expect from our suppliers to provide products and services procuring the best economic performance in terms of overall cost.

Gemalto is sensitive to all proposals that will help improve its Corporate Social Responsibility commitments and practices

Gemalto strongly relies on its suppliers and assumes that some of them have already implemented social & environmental sustainable and responsible practices.

Since CSR is a key ingredient to success for us, responsible and innovative initiative helping to improve practices could be backed.