

Gemalto Purchasing CSR Charter

Gemalto expects its suppliers to implement the Corporate Social Responsibility (“CSR”) commitments below and continuously improve their related CSR practices with an appropriate related management system, respecting and promoting the following principles based on the ten principles of the United Nations Global Compact in the areas of human rights, labor, anti-corruption and environment, and cascading such principles and commitments on similar terms with their own suppliers:

✘ **Respect ILO Conventions in each country**

|||| *Gemalto commits to respect ILO conventions in each country where it operates, in particular:*

|||| **Freedom of Association**

- ✘ C087 Freedom of Association and Protection of the Right to Organize.
- ✘ C098 Right to Organize and Collective Bargaining

|||| **The Abolition of Forced Labour**

- ✘ C029 Forced Labour and C105 Abolition of Forced Labour

|||| **Fair and Reasonable Wages, enough to ensure basic living needs without excessive working time**

- ✘ C001 Hours of Work and C131 Minimum Wage Fixing with related recommendations R135
- ✘ C095 Protection of Wages and related recommendations R085

|||| **Equality**

- ✘ C100 Equal Remuneration
- ✘ C111 Discrimination (employment and Occupation)

|||| **The Elimination of Child Labour and Protection of Young Workers**

- ✘ C138 Minimum Age and C090 Night Work of Young Persons
- ✘ C182 Worst Forms of Child Labour

|||| *Gemalto expects its suppliers to enforce as a minimum requirement the ILO conventions, even in countries that have not signed them, and additionally any specific national or international regulations related to their activities, in fields such as labor, under written contracts and disciplinary code which shall exclude any abuse or harassment and prohibiting irregular work, anti-corruption, environment, health and safety.*

✘ **Ensure the compliance of health and safety laws in the workplace**

|||| *One of Gemalto’s objectives is to improve work conditions in the workplace and to provide employees with relevant protection and training for the exercise of their activities.*

|||| *Gemalto therefore expects its suppliers to comply with all regulations related to health and safety on a worldwide basis and regularly improve their practice with an appropriate management system aligned on OHSAS 18001.*

✘ **Take part in the economic and social development of the region**

|||| *Gemalto ensures its involvement in the local community of all countries in which it operates. It also promotes gender diversity, education and training in order to ensure equal opportunities for all employees, to fight against discrimination during the recruitment process and to encourage economic and social development.*

|||| *Gemalto therefore expects its suppliers to engage the community on the same basis, in order to help foster economic and social development, and ensure fairness and respect towards all their stakeholders.*

✘ **Fight against corruption and, whenever concerned, sourcing only “conflict free” minerals for all products delivered to Gemalto.**

|||| *Gemalto insists on and complies with all legislation relating to ethical and responsible standards of behavior, including those dealing with human rights, anti-bribery or anti-corruption.*

|||| *Gemalto has joined and encourages its suppliers to join the United Nations Global Compact, which aims to fight against amongst other things, all forms of corruption and/or bribery.*

|||| *Gemalto is against any and all activities which in any way contribute to the funding of war or warlike activities and therefore adheres to the Dodd Frank Wall Street Reform and Consumer Protection Act, Section 1502 on Conflict Minerals and wants to provide products that only contain “conflict free minerals”. So, whenever a supplier is providing to Gemalto a product or a material containing any of such minerals, it must make sure and provide related evidence that these minerals are not sourced from any of these conflicts zones.*

✘ **Adopt a "fair attitude"**

- ▮▮▮ *Gemalto respects people. It therefore conducts its business in a responsible, transparent and fair manner by ensuring fair competition, fighting against fraud, avoiding conflicts of interest, maintaining privacy, securing sensitive information and by protecting "whistleblowers".*
- ▮▮▮ *The sourcing process is based on such principles and Gemalto therefore expects its suppliers to share these values, so as to jointly improve each other's ethical practices.*

✘ **Comply with local, national & international legislation regarding the environment**

- ▮▮▮ *Gemalto commits to and urges its suppliers to comply with all environmental legislation, including amongst others, all national, international legislation relating to the environment (such as but not limited to REACH, RoHS and WEEE).*

✘ **Undertake initiatives to reduce environmental impacts of operations and products**

- ▮▮▮ *Beyond legal compliance, Gemalto urges its suppliers to share its commitments to implement best practices in order to ensure the environmental efficiency and improvement of their operations.*
- ▮▮▮ *Gemalto therefore supports its suppliers in identifying weaknesses in their processes and in setting desirable development targets for the purpose of environmental protection and requests its suppliers to regularly improve their environmental performance with an appropriate management system aligned on ISO 14001 guidelines.*

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

- ▮▮▮ *Eco-design is essential to Gemalto, as it contributes to Gemalto's objective of "responsible purchasing".*
- ▮▮▮ *Gemalto therefore strives, as far as possible, to design and manufacture products in the interests of sustainable and responsible innovation and invites its suppliers to share these methods.*

✘ **Provide responsible products and services contributing to the best economic performance all along their Life Cycle**

- ▮▮▮ *Beyond the "quality, cost and delivery" triptych, Gemalto emphasizes the purchase and sale of responsible products all along their lifecycle.*
- ▮▮▮ *Gemalto therefore requires that its suppliers procure products and services which ensure the best economic performance in terms of overall cost all along their lifecycle.*

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

- ▮▮▮ *External resources provided by suppliers being a big part of global Gemalto's operations social & environmental sustainable responsible practices, innovative initiatives from suppliers helping to improve such practices and achievements are welcomed and will be supported by Gemalto.*

Company:
Title:
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