

Sustainability Supplier Charter





1. Introduction

Atos is committed to deliver high performance for its stakeholders, leading by example as ethical and responsible IT Company. Atos commitment is illustrated in Atos Code of Ethics, and in the United Nations Global Compact Atos has been signed since 2010.

All Atos suppliers and subcontractors (altogether referred to as "Supplier(s)") are involved in Atos high performance. This Sustainability Supplier Charter set forth the principles to be shared between Atos and its Suppliers, to ensure ethical and responsible behavior.

Suppliers should adopt and adhere to these principles.. Atos expects its Suppliers to apply internally, informing its employees, and with their own subcontractors the principles promoted in the Sustainable Supplier Charter and to adopt a similar approach with their own partners, their own supply chain process.

2. Principles

2.1 Respect of the Principles of the United Nations Global Compact

Supplier confirms its statement of the tender's period to comply with the ten principles of the United Nations Global Compact.

The ten principles are:

Human Rights

- 1) Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2) Make sure that they are not complicit in human rights abuses.

Labour

- 3) Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4) The elimination of all forms of forced and compulsory labour;
- 5) The effective abolition of child labour; and
- 6) The elimination of discrimination in respect of employment and occupation.

Environment

- 7) Businesses should support a precautionary approach to environmental challenges;
- 8) Undertake initiatives to promote greater environmental responsibility; and
- 9) Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- 10) Businesses should work against corruption in all its forms, including extortion and bribery.

2.2 Atos Code of Ethics

Atos Code of Ethics states some principles which lead any relations with its employees, clients, suppliers, partners and other third parties throughout the world.

2.2.1. Integrity

As part of Integrity, compliance with laws and regulations is a prerequisite for any ethical and responsible employer.

In addition, Atos applies the highest standards of professional integrity internally and with stakeholders, without consideration for race, nationality, gender, age, handicap or any other distinctive trait.

Supplier shall support this principle of Integrity, undertaking to do not discriminate on any grounds including, but not limited to such as race, gender, age, nationality, or handicap.

2.2.2. Prohibition of any form of bribery or corruption

Supplier shall not practice any corruption or bribery, i.e. providing something of value to influence someone in Supplier's favor or accept something for acting for or against Atos interest, including:

- Refrain itself from unethical conduct, such as extortion and bribery.
- Refrain itself from providing directly or indirectly Atos personnel with any form of compensation, reward, gift or other benefit, which may influence Atos's objective decision making.

In addition, the Supplier shall not participate in any form of money laundering.

2.2.3. Fair operating practices

Supplier shall not engage in any unfair competition practices, including but not limited to taking part in agreements, understandings or concerted practices which would contravene the applicable law and regulations concerning anti-competitive practices.

Supplier shall comply with all applicable laws and regulations related to fair competition.

2.2.4. Prohibition of conflicts of interest

There is a conflict of interest when Atos or Supplier's employees (or members of their family) can potentially benefit from their part in the conduct of company business. A material or immaterial benefit is avoided.

Supplier undertakes to avoid any situations where there is an actual or potential conflict of interest. To prevent from the risk of conflicts of interest, supplier will ensure the identification and the disclosure of such situations.

2.2.5 Protection of assets and confidential information

Atos information, hardware, tools and intellectual property rights are some of the most important ones that have to be protected.

Supplier shall ensure:

- An adequate protection for the confidential information provided by Atos.
- An adequate protection against any thefts of materials and hardware under Atos' proprietary.
- An adequate protection against the violation of the intellectual property rights of Atos.



3 Non compliance with the principles of the Charter

In case of serious non-compliance with the principles of the Charter, the Supplier shall reports in writing to Atos within 1 week after discovery.

Within 1 month after the reporting of the non compliance, the Supplier will determine an appropriate action plan to stop the reported non compliant misconduct.

After agreeing the action plan, Atos will determine with the Supplier an appropriate timeline to implement the action plan, with a deadline which will not exceed 3 months after the written reporting.

Any violation of the action plan or serious delay in the execution of it could be a breach of the agreement signed with the supplier.