

WOLLUX CODE OF CONDUCT

Mouscron, 08.12.2016

*This declaration fit into an ongoing process method
Its implementation will be gradual and will take account of our market realities, our networks, our skills and our management methods.*

PRESUPPOSITIONS

We confirm our shared vision of an integrated responsible purchasing policy: this responsibility need to follow *Human and Children Rights*, local and global socio-economic balances (fair trade), public health (prevention of health risks, working condition), the environment (pollution prevention, environmental hazards and degradation of resources).

We consider that our production and consumption methods must evolve continually to reduce environmental and social risks.

We consider that purchasing policy is a strategic and operational leverage for the implementation of sustainable development. Therefore it must be designed in line with our strategy of sustainable development, driven by our managing directors and shared by all decision makers, prescribers and internal users.

We consider that our choice in terms of purchasing can help to meet objectives defined by the *Organization for Economic Co-operation and Development (OECD)* and *Sedex Members Ethical Trade Audit (SMETA)*.

We consider that a responsible purchasing policy is characterized, beyond the economic process, which link a customer to a supplier, by taking into account issues throughout the purchase process of environmental, socio-economic, societal and cultural, supported on objectives and indicators.

We consider that a responsible purchasing policy involves an approach in terms of overall cost, that is to say, an integration of related externalities on purchase price.

We consider that the sustainability of such a policy is subject to the support and monitoring of suppliers.

ORIENTATIONS

We declare that we subscribe to the following principles, rules by the *Global Compact of United Nations*, the *Universal Declaration of Human Rights* (1948), the *Convention on the Rights of the Child* (1989), the *International Labour Organization* (1998), the *United Nations Conference on Environment and Development* (1992), *World Summit on Sustainable Development* (2002).

These minimum requirements relate to us, but also affect our entire supply chain. The involvement of our suppliers and subcontractors suppose, with progress logic, an accompanying of the following principles:

Declaration of the Rights of Man and of the Citizen

1. Promote and respect international protection related to *Rights of Man and of the Citizen*.
2. Ensure that our own organizations are not complicit in violations of *Human Rights*.

International Labor Standards

3. Uphold freedom of association.
4. Eliminate all forms of forced labor.
5. Abolish child labor.
6. Eliminate discrimination.

Environment

7. Apply the precautionary principle regarding environmental problems.
8. Undertake initiatives to promote greater environmental responsibility materials
9. Encourage development diffusion of environmentally friendly technologies

Fight against corruption

10. Work against corruption in all its forms, including extortion and bribes

COMMITMENTS

With a common goal to help boost sustainable development practices and to anchor them on economic, environmental and social reality, we make the following commitments:

Integration of procurement policy on the sustainable development strategy: we are committed to integrating the purchasing policy within our sustainability strategy, as a key driver to our company policy.

Internal training: we are committed to training in responsible purchasing buyers of our company

Support our suppliers: we are committed to helping our suppliers to gradually improve their social and environmental quality.

Hygiene, Health and Safety: we are committed to favor suppliers that provide guarantees in terms of hygiene, health and safety.

Ecodesign: we are committed to focus on purchases of products and eco-designed materials.

Consumption of energy: we are committed to research products and technologies with low energy consumption and to diversify our energy supplies.

Sustainable development: we are committed to having an active program to avoid all unnecessary driving and ensure all trucks are full. Similarly we also are committed to having an active policy of reducing waste, by recovering all heat loss of the plant. Importantly, we are committed to purchasing all electricity generated from renewable sources. We are committed to reusing waste water and any water dispensed is washed and treated before dispensing.

Logistics and Transport: we are committed to take into account the economic, environmental, climate of freight and shorten our supply circuits.

Evaluation and Information: we are committed, on a transparency and efficiency interest, to identify goals, measure results and report it on our reporting documents.

Promotion of this Declaration: we are committed to make our best to diffuse this declaration and to bring our suppliers and subcontractors to adopt it.

