

AXON' SUSTAINABLE PURCHASING CHARTER



01

THE AXON' GROUP

Founded in 1965, the Axon' Group has a wealth of expertise in a wide range of custom designed connections such as connectors, wires, cables, cords, metal-plastic parts, leadframes, packaging solutions, elastomer components and mini-systems for the most demanding markets.

- civil aeronautics ;
- military aeronautics ;
- automotive ;
- defence ;
- energy ;
- medical ;
- naval ;
- offshore ;
- scientific research ;
- space, etc.

Axon' Cable, the parent company of Axon' Group, is located in Montmirail in the Marne region of France, but the company has a network of technical sales and production subsidiaries in Europe, Asia and the Americas (list at the end of this document).

In this document, «Axon'» stands for «Axon' Group».

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FIELD OF APPLICATION

The Axon' Axiom is about building a sustainable business. We wish to establish long-term relationships with all our relevant stakeholders with respect for ethics and moral values, in full awareness of our social responsibility.

This Sustainable Purchasing Charter is intended for all Suppliers of the Axon' companies listed at the end of this document, as it sets out our ethical expectations of them.

We want Axon's ethics to reflect the universal values of human rights, labour law, environment and anti-corruption, as promoted by the United Nations Global Compact.

This document is contractually binding and its approval is essential in order to work with Axon'.

03

COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR)

CSR is the contribution made by companies to the challenges of sustainable development. It is based on three main pillars: environmental, social and economic.

As part of its CSR approach, the Supplier undertakes to:

- 1 Respect, protect and apply human rights, anti-slavery policy and fight against child labour ;
- 2 Not to source directly or indirectly any materials, components or other supplies from conflict zones, as defined in section 1502 of the "Dodd Frank Wall Street Reform & Consumer Protection Act" ;
- 3 Update its regulatory declarations and inform Axon', for example in the case of new sources of supply ;
- 4 Inform Axon' as soon as possible of planned and declared obsolescence ;
- 5 Comply with current labour law in the country in which it operates ;
- 6 Comply with the environmental legislation of the country in which it operates and that of the country of sales. For example, for sales in Europe: Reach, Rohs, ADR, IATA, etc ;
- 7 Deliver uncontaminated products, whatever the source of contamination ;
- 8 Comply with its country's regulations on export controls, technical data and products from the USA (ITAR and EAR). As such, it must declare to Axon' all obligations related to export control in its country and those related to ITAR and EAR, for the product(s) ordered ;



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9 Demonstrate its commitment to Corporate Social Responsibility (CSR) (e.g. ISO14001, ISO 45001 certification, environmental and/or occupational health and safety policy and associated objectives, anti-corruption policy, internal and external code of conduct, whistleblowing policy, Eco Design labels, decarbonisation trajectory, etc.) ;

10 Raise staff awareness of their contribution to the compliance and safety of the product supplied, and the importance of ethical behaviour.

The Supplier making use of own suppliers and subcontractors retains total responsibility for the Service (including control over the origin of the products). To this end, it is responsible for and guarantees the monitoring of its subcontractors and suppliers, whether the latter are of its choice or imposed by Axon'.

To ensure control over its own supply chain, the Supplier must:

11 Establish a documented procedure that defines the method for controlling the records issued and/or kept by its suppliers ;

12 Require its suppliers or subcontractors to provide declarations of compliance and corresponding control and analysis reports (if applicable) ;

13 Evaluate and select its suppliers based on their ability to supply a product that complies with its requirements and those expressed by Axon'.

Note: Axon' may impose sources of supply; in this case, this is specified either on the order or on the definition documents indicated on the order or other contract.

14 As part of its assessment, ensure the origin of a product, in order to fight against counterfeiting. It undertakes not to supply products for which it cannot guarantee the origin (name of the country and name of the manufacturer) ;

15 Undertake to pass on all the Axon' requirements in this document to its own suppliers and subcontractors.

04

PROTECTION OF INFORMATION

The Supplier must ensure that sensitive information is handled appropriately, including confidential information, personal data (for example, in Europe, the GDPR Regulation) and data covered by intellectual property rights.

The company must put in place resources to ensure the protection of IT data and to fight vulnerability to cyber-attack.

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CONFLICTS OF INTEREST

Axon' endeavours to avoid any situation in which the personal interests of its employees conflict with its own.

The Supplier undertakes to disclose to its Axon' contact, immediately, any situation of real or potential conflict of interest.

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LIST OF AXON' GROUP COMPANIES

Brazil

Axon' Cable Industria E Comércio Ltda
Rio de Janeiro

Canada

Axon' Wiring Inc
Montreal

China

Axon' Interconnect Limited
Shunde

France

Addix S.A.S - Montmirail
Axon' Cable S.A.S (headquarters) -
Montmirail
Axon' Mechatronics - Quimper
Axon' Nanotec - Villers-le-Lac

Germany

Axon' Kabel GmbH
Leonberg

Hungary

Axon' Kábelgyártó Kft
Kecskemét

India

Axon' Interconnectors and Wires Pvt Ltd
Bangalore

Japan

Axon' Cable Japan Office
Nagano

Latvia

Axon' Cable Sia
Daugavpils

Mexico

Axon' Interconex, S.A. de C.V
Querétaro

Singapore

Axon' Connect Pte Ltd
Singapore

Spain

Axon' Cable Spanish Office
Madrid

United Kingdom

Axon' Cable Ltd
Dunfermline

USA

Axon' Cable Inc
Schaumburg

The signature of one of the members authorized to represent the Supplier company constitutes approval and application of the requirements specified in this document.

Supplier company name:

Surname and first name of signatory:

Position :

Date :/...../.....

Signature :