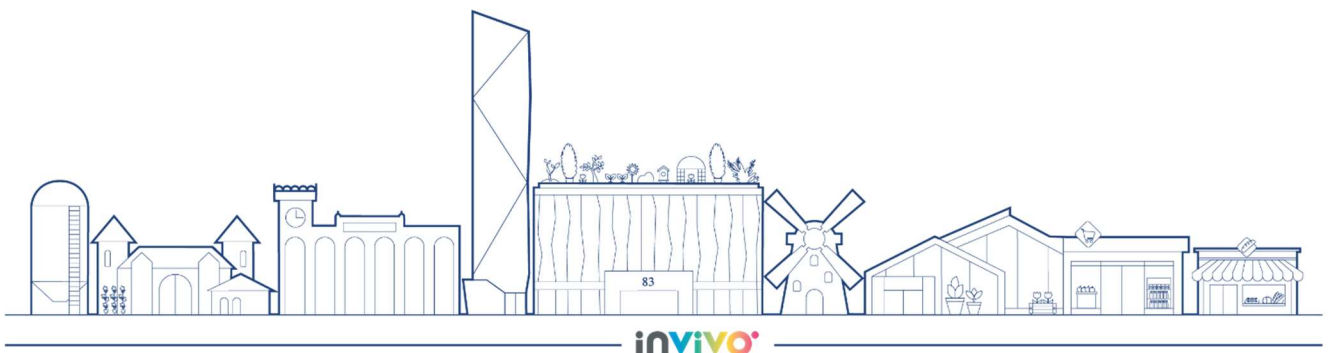




SUPPLIER CSR CHARTER

“InVivo Group”



CSR: ONE OF THE PILLARS of the InVivo Group

Promoting the agricultural and food transition

InVivo, as a cooperative group, puts its economic model at the service of the farmers of its member cooperatives. This special status has enabled InVivo teams to actively participate in the debates that led to the drafting of the PACTE law (in force in France since May 2019, this law defines the quality of a purpose-driven company). And it was in October 2020 that InVivo became a purpose-driven company (Société à mission).

InVivo's purpose is to foster the agricultural and food transition to a resilient agrosystem, by designing innovative, responsible solutions and products in line with the principles of regenerative agriculture, for the benefit of farmers and consumers.

Our commitments

At InVivo, Corporate Social Responsibility (CSR) is **integrated into the company's policy** as a **performance lever** and **driver of innovation** for the organization and its partners. The CSR policy is broken down into **commitments**, which must make it possible to ensure its purpose.

DRIVING POSITIVE IMPACT TO GENERATE MORE SUSTAINABLE VALUE



SUPPLIER CSR CHARTER

Being a subject of the continuous improvement process, the InVivo Group's, sustainable procurement policy materializes 4 of the Group's CSR commitments to its suppliers and customers:

- *Make its responsible offer accessible*
- *Design and develop positive impact offering*
- *Make dialogue with its stakeholders a lever for responsible development*
- *Contribute to economic and sustainable performance everywhere it operates*

Reciprocally, the purpose of this charter is to inform and ensure that suppliers and service providers adhere to the expectations of the InVivo Group concerning compliance with the following major key principles.

I. Ethics

Like all InVivo Group employees, suppliers, service providers undertake to conduct their activities in accordance with the principles of loyalty, transparency, integrity and fairness, in particular:

- By complying with the regulations in force / the fundamental principles concerning transparency, the fight against corruption, the modernization of economic life and due diligence rules,
- By guaranteeing fair competition between companies on the market and by committing to respect the competition rules applicable in the different countries where they are present
- By maintaining a principle of independence and avoiding any situation that could lead to a conflict of interest
- By refraining from offering gifts, invitations, or any gratuities likely to distort the behaviour of InVivo Group employees regardless of their role, and/or harm their independence of judgment and objectivity
- By ensuring the confidentiality of data shared between the parties

2. Human and Labor Rights

Suppliers and service providers undertake to:

- Respect the fundamental principles defined in particular by the United Nations Universal Declaration of Human Rights, the fundamental Conventions of the International Labor Organization (ILO), the UN Guiding Principles on Human and Business Rights, the UN Global Compact, the Voluntary Principles on Security and Human Rights and the OECD Guidelines for Multinational Enterprises. If the country where they carry out all or part of their activity has not ratified the eight fundamental conventions of the ILO, it is necessary to respect or set up an action plan as part of a continuous improvement process, to align with these eight conventions:
 - Forced labor (Convention No. 29)
 - Freedom of association and the right to organize (Convention No. 87)
 - Right to organize and collective bargaining (Convention No. 98)
 - Equal remuneration (Convention No. 100)
 - Abolition of forced labor (Convention No. 105)
 - Discrimination (employment and occupation) (Convention No. 111)
 - Minimum age (Convention No. 138)
 - Worst forms of child labor (Convention No. 182)
- Put in place an active approach to the prevention of occupational risks aimed at reducing the risk of accidents at work and occupational disease.

3. Environmental issues:

To face environmental risks, suppliers and service providers undertake to:

- Comply with the environmental laws and regulations in force in the country where they operate
- Detect and assess the risks associated with their activities and take appropriate action to eliminate them or reduce them as much as possible
- Integrate as best as possible, into the design and development of their products or services and their packaging, environmental aspects such as: the preservation of biodiversity and natural resources, energy savings, reduction of GHG emissions, sorting and recovery of waste,
- Raising awareness of its own stakeholders on environmental issues

4. Specific issue of animal welfare

If the nature of the products and/or services of the supplier, service provider or subcontractor may have a link to the issue of animal welfare, then the supplier undertakes to:

- Make every effort to ensure respect for the 5 fundamental freedoms of animals:
 - ✓ Freedom from hunger and thirst – by free access to fresh water and diet to maintain health and vigor,
 - ✓ Freedom from discomfort – by providing an appropriate environment including shelter and a comfortable resting area,
 - ✓ Freedom from pain, injury and disease – by prevention or rapid diagnosis and treatment,
 - ✓ Freedom to express normal behavior – by providing sufficient space, proper facilities and company of the animal's own kind,
 - ✓ Freedom from fear and distress – by ensuring conditions and treatment which avoid mental suffering,
- Implement a continuous improvement process aimed at guaranteeing and improving the well-being of animals at all stages of their lives.

5. Communication et transparency

Suppliers, service providers and subcontractors undertake to:

- Communicate, at the InVivo Group's reasonable request, all documents and information justifying compliance with the regulations in force, its CSR performance and provide any assistance necessary to respond to a possible request from an authority in the event of a control or inspection,
- Adopt a partner attitude and dialogue with the InVivo Group on product/service innovations likely to contribute to improving the group's overall performance (economic, social, environmental),
- Formally notify the InVivo Group if the annual volume of business achieved with the Group or one of its subsidiaries exceeds 25% of its turnover in order to jointly implement an action plan to avoid any risk of economic dependence.

6. Supply chain and subcontracting

The InVivo Group's first-tier (direct) suppliers and service providers undertake to enforce conduct that complies with the principles of this charter with their own suppliers.

7. Alert system

The InVivo Group has an alert system allowing suppliers and service providers to report any situation that potentially does not comply with its Code of Conduct and the regulations in force. This right to alert can be exercised either by writing to compliance@invivo-group.com or by using the digital platform accessible from the following link: groupe-soufflet.signalement.net

8. Follow-up and consequences in the event of breaches:

The InVivo Group may ask the suppliers and service providers with whom it has commercial links to provide the evidence necessary for the proper application of this charter.

If problems arise, we strive to help our suppliers to find solutions and identify possible improvements.

Therefore, in the event of non-compliance, the InVivo Group and the suppliers must implement a corrective action plan. If this plan is not applied or if no action plan is implemented, the InVivo Group reserves the right to terminate the commercial relationship beyond the contracts concluded

9. Update of this Charter

The content of this Charter, available on InVivo's website, may evolve over time. We invite you to visit the website regularly to consult the current version