

HAVAS

RESPONSIBLE SUPPLIER CHARTER

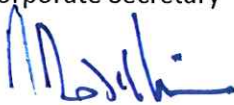
PREAMBLE

The Havas Responsible Supplier Charter describes the foundational principles guiding ethical and sustainable relationships with our Suppliers of goods and services. Committed to strict adherence to applicable laws, regulations, and CSR commitments, these guidelines emphasize Havas' proactive approach in preventing and mitigating risks across ethical, environmental, and human rights dimensions within our business activities.

Our commitment extends to implementing measures that optimize positive impacts throughout our value chains. The Purpose of this Charter is to communicate our commitments, engaging Suppliers in a collaborative process for sustainable development.

We expect Suppliers comply with the laws and regulations of the countries they operate in and to collaborate on the implementation of compliance principles outlined in our Ethics and CSR Charter. Furthermore, we anticipate a proactive commitment to continuous improvement, including any necessary corrective actions in alignment with our shared values.

Michel Dobkine
Corporate Secretary



HAVAS COMMITMENTS

Havas is committed to fully align and contribute to the objectives of the United Nations Global Compact, United Nations Sustainable Development Goals and the Paris Agreement. We believe that maintaining an elevated Charter for social and environmental performance across all our businesses is crucial. As business partners, we expect our Suppliers to adhere the similar principles. Our principles are described in the Havas Code of Ethics¹ and express our shared commitment to integrity and transparency, and respect for all relevant laws and regulations that serve all our stakeholder interests.

This Charter is applicable to all Havas agencies.

SUPPLIER COMMITMENTS

This Charter defines the main requirements Havas expects of its Suppliers for all operations under the Supplier's own control. The Charter is based on the fundamental principles of the United Nations' (UN) Declaration of Human Rights and the European Convention on Human Rights, the Fundamental Conventions of the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child, and the Ten Principles of the United Nations Global Compact (UNGC) (2003).

In addition, the Charter follows the French and International Laws and regulations such as Sapin II Law (Anti-corruption), Duty of Vigilance ("Devoir De Vigilance"), the United Kingdom BA (Bribery Act) and the US's FCPA (Foreign Corrupt Practice Act) and are aligned with the company's corporate business principles as explained on our Code of Ethics.

Havas expects that Suppliers comply with all applicable laws and regulations.

SOCIAL AND HUMAN RIGHTS

- Respect internationally proclaimed Human Rights for all employees, contractors, and third-party employees.
- Prevent child labor in the working activities in the accordance with ILO convention Nos. 138 and 182 of the International Labor Organization (ILO).
- Eradicate any kind of forced or modern slavery and compulsory or clandestine labor within the meaning of ILO Conventions Nos. 29 and 105.
- Enforce zero tolerance against any form of harassment or discrimination based on race, gender, age, nationality, religion, sexual orientation, marital, parental, and family status, ethnicity, disabilities, political or any other dimension within the meaning of ILO Convention Nos. 100, 111 and 156.

¹ Havas Global Code of Ethics, can be found here: <https://www.havas.com/havas-content/uploads/2024/02/havas-codeofethics-2017.pdf>

- Guarantee and provide decent working conditions, and health and safety Charter which are compliant with ILO Convention Nos. 102 and 155.
- Comply with legal limits of working hours, remuneration corresponding to the hours of worked and equal pay, as well as rest periods and opportunity of taking vacation as defined in the applicable local regulation. (ILO Convention Nos. 95 and 131).
- Ensure decent living conditions and the ability to meet essential needs, with due regards given the general level of wages, the cost of living and social security benefits, paid regularly and on reasonable period.
- Ensure a safe and healthy work environment for its employees including social risk analysis and mitigation measures.
- Promote and develop Diversity & Inclusion initiatives to ensure equal opportunities between all employees, with specific attention to underrepresented groups.
- Guarantee the freedom of association and the right to collective bargaining. In countries where these rights are regulated, restricted, or prohibited by law, the Supplier should not hinder alternative forms of independent and free worker representation.
- Provide an easy access to training and skills development for workers.

ETHICS AND COMPLIANCE

- Implement a zero-tolerance policy towards corruption, explicitly condemning all forms of bribery and influence peddling, and taking preventive measures to ensure adherence to all national and international anti-corruption laws and regulations.
- Comply with all applicable national and international antitrust laws, trade control regulations, and bidding legislation.
- More generally, comply with all national and international standards related to financial misconduct, especially those related to the financing of terrorism, money laundering, embargoes, and arms and narcotics trafficking.
- Ensure a confidential and secure whistleblowing mechanism for all stakeholders to report ethical concerns or violations without fear of retaliation.
- Take measures to prevent any situation that may lead to the conflict of interest and promptly disclose and address any potential or actual conflict of interest before initiating or during the relationship.
- Commit to respecting international sanction programs and embargo measures notably the sanctions imposed by France, the European Commission, the United Nations, the US Office of Foreign Assets Control and avoid entering or maintaining business relationships with individuals or entities listed under such sanctions lists.

- Implement regular training on ethics and compliance programs to keep all stakeholders informed about relevant laws, regulations, the Code of Ethics and Anti-corruption Code.
- Conduct regular internal audits and assessments to evaluate the effectiveness of the ethics and compliance program, identifying areas of improvement.
- Conduct due diligence to ensure alignment with the organization's Code of Ethics and Anti-corruption Code.

ENVIRONMENT AND CLIMATE CHANGE

Our suppliers are strongly encouraged to integrate environmental best practices into their operations and align with global requirements to mitigate environmental impact. We consider some measures to be essential to meet regulatory standards. Therefore, we outline below key requirements and recommended best practices that can be applied within business operations.

CORE REQUIREMENTS:

- Comply with all applicable environmental regulations and reduce the environmental risks and impacts related with operations.
- Develop strategies to measure and reduce the greenhouse gas (GHG) emissions associated with products and services and provide carbon data when it is requested.
- Develop and promote internal training programs to enhance stakeholder's understanding of environmental issues and best practices.

RECOMMENDATIONS:

- Suppliers are recommended to set science-based emission reduction targets aligned with global climate goals, such as those outlined in the Paris Agreement.
- Suppliers are encouraged to explore and gradually increase their use of renewable energy sources in operations.
- Adopt energy-efficient technologies and practices as part of an ongoing effort to improve environmental impact.
- Implement measures to protect and preserve the local biodiversity and assess, the environmental impact on local ecosystems when relevant.
- Implement practices to reduce waste and promote the reuse and recycling of materials in business operations where applicable.

- Integrate water conservation practices and adopt water efficient technologies and systems when feasible.
- Prioritize the use of sustainable and certified raw materials or other sustainable materials in print and promotional outputs.

SUPPLIER COMPLIANCE

Our Suppliers are crucial partners, and fostering a relationship built on trust and respect is essential. Havas expects similar commitment from its suppliers to promote a collaborative and ethical partnership by addressing social and human rights issues, fight against corruption and mitigate environmental impacts in response to the urgent need for climate change action.

Alongside meeting this Charter, we may request that suppliers respond to CSR and compliance questionnaires. This proactive approach helps identify potential risks in advance and contributes to mitigating their impacts.

Failure to comply with the requirements may result in non-selection as a supplier. Additionally, any breach during the relationship with the supplier could lead to contract termination.

Havas reserves the right to conduct audits to ensure Supplier compliance.

For reporting any misconduct, Suppliers and Havas employees can utilize the Havas whistleblowing systems by contacting compliance@havas.com. This confidential channel underscores our commitment to maintaining ethical Charter and transparency within our partnerships.

SELF DECLARATION

I, the undersigned _____

hereby confirm to have read, understood and that agree to follow with the terms in the Responsible Supplier Charter. The non-compliance of this Charter may be considered as a breach of a nature to cause, depending on its seriousness, the termination of the contract.

Company's name: _____

Name and function of the representative:

Signature:

The: ____/____/____