

Date: July 2024

Commitment to the ILO MNE Declaration and Respect for its Guidelines

Dear Customers and Partners,

VusionGroup recognizes that responsible business practices are an essential component of an open international investment climate. Therefore, VusionGroup has a responsibility to adopt business practices that consider both the bottom line and the impact of its activities on society at large.

This is why VusionGroup proactively follows and positively contributes to the [OECD Guidelines for Multinational Enterprises drawn from the MNE Declaration](#):

- The MNE Declaration contains *recommendations* on how enterprises should apply principles derived from the International Labor Organization (ILO) Conventions and Recommendations.
- The MNE Declaration provides *guidelines* on how enterprises should apply principles derived from **International Labor Standards (ILS)** concerning basic principles, social standards and rights at work. These include employment, training, working and living conditions and industrial relations.
- The *MNE Guidelines* are the most comprehensive set of government-backed recommendations on responsible business conduct, covering all major areas of business ethics including human rights, employment and industrial relations, environment, bribery and corruption, consumer interests, science and technology, competition and taxation.

As a result of this commitment and its ambition to build a better and more positive retail, VusionGroup has been a signatory of the [United Nations Global Compact](#) since 2021. It is committed to respecting the 10 fundamental principles (in the areas of human rights, labor standards, the environment, and climate, as well as the fight against corruption). The Group also expects its suppliers to do the same as outlined in its Supplier Code of Conduct.

Additionally, VusionGroup has formalized these principles into concrete policies and internal reference documents that are applied by employees and suppliers:

- [The Global Human Rights Policy](#)
- [The Labor Rights Policy](#)
- [The Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy](#)
- [The Sustainable Procurement and Purchasing Policy](#)
- [The Health and Safety Policy](#)

To ensure that both **employees and suppliers adhere to these policies**, they are required to sign and follow:

- The **Code of Ethics** which promotes a culture of integrity throughout the Group as well as responsible business practices in compliance with the laws on competitive practices.
- The **Supplier Code of Conduct**, which ensures that as a supplier, social, ethical, environmental concerns are carefully considered throughout the supply chain

These Codes formalize the rules and behavior expected from all employees and suppliers and underscore our efforts to maintaining the highest standards of integrity and responsibility in all our business practices. By signing these documents, employees and suppliers agree to uphold the principles of ethical behavior, compliance with regulations and respect for human rights, environmental sustainability, and fair labor practices.

Additionally, VusionGroup's product quality teams conduct **audits on suppliers**. These audits guarantee that suppliers respect the Code of Conduct and the Policies previously mentioned and meet quality standards.

VusionGroup is headquartered in France, which is an OECD member state as well as one of the 48 countries to have signed up to the [OECD Guidelines for Multinational Enterprises](#). Therefore, the Group recognizes its responsibility and duty to uphold, respect and promote these *Guidelines* worldwide. This also applies to ILO Standards and Conventions.

Furthermore, VusionGroup also endeavors to apply the *Guidelines* to all its business dealings including with **suppliers, subcontractors and other business partners**.