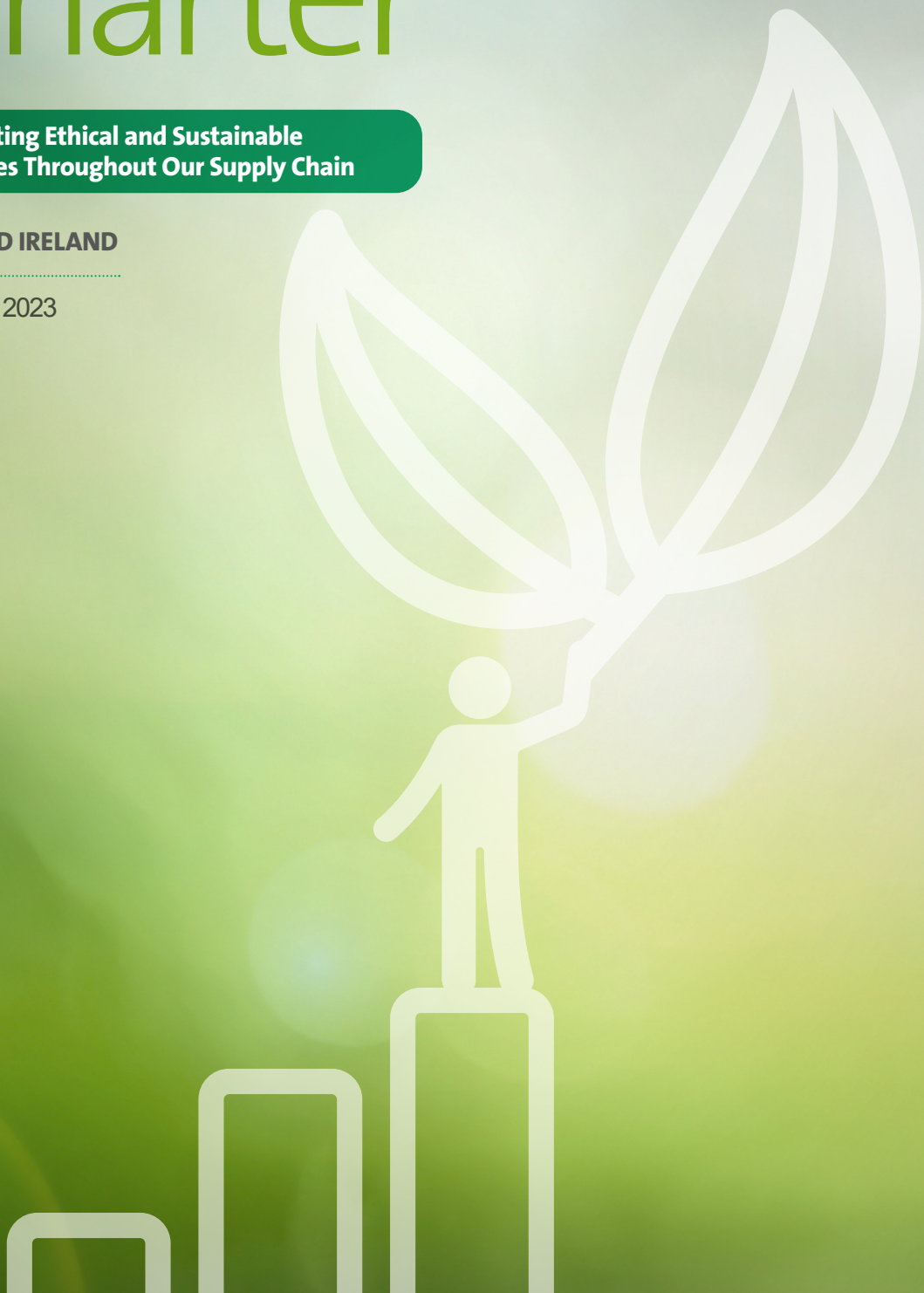


Supplier Charter

**Promoting Ethical and Sustainable
Practices Throughout Our Supply Chain**

UK AND IRELAND

August 2023





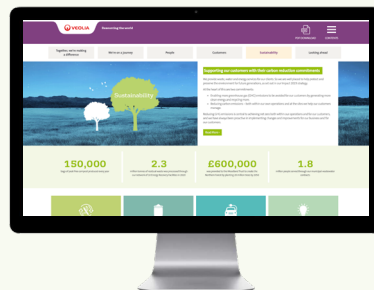
1

Introduction

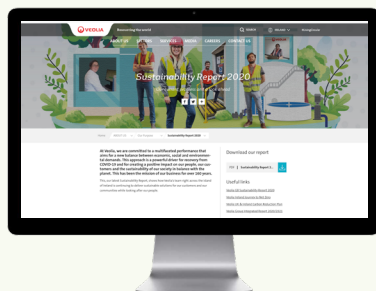
Veolia is committed to the active improvement of the **local environment, economy and communities, now and in the future.** Veolia plays a part in all 17 SDGs (UN Sustainable Development Goals) at different levels and has a direct impact in 13 of them.

Our procurement activities play a large part of our corporate sustainability strategy, both in how we operate and how we expect our partners in our supply chain to operate. This policy outlines Veolia UK and Ireland's Supply Chain team's commitments and our expectations of companies who supply Veolia, and it applies to agreements and suppliers selected by the Veolia UK and Ireland Supply Chain team for the purchase of goods and services. The policy demonstrates how our commitment to Corporate Responsibility (CR) and Sustainability can extend beyond our own operations, providing the guidance to ensure that organisations across our supply chain are aligned and compliant with our vision and values. Every employee and supplier of Veolia is responsible for adhering to this Policy and its objectives. This Policy provides recognition that actively contributing to sustainable development is fundamental to the immediate and long term interests of Veolia, its suppliers and the wider community.

Sustainability Reports

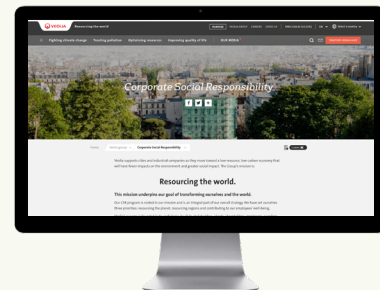


Veolia UK [Find out more >](#)



Veolia Ireland [Find out more >](#)

Group Performance



Corporate Social Responsibility
[Find out more >](#)



2 Veolia's commitments

Veolia **measures its performance** in meeting supplier payment terms to ensure prompt payment.



When making business decisions, Veolia takes into account the **social, environmental and ethical behaviours of its suppliers.**

See more information on what is expected from suppliers in the 'Supplier Requirements' section.



Veolia **engages with suppliers** to promote Veolia's CR and Sustainability values in its supply chain through:

- Service review meetings
- Veolia's corporate website
- Rewards, such as extended business, for suppliers who demonstrate CR and Sustainability credentials
- Obliging suppliers under the terms and conditions of contract to comply with relevant legislation and Veolia's values in this area.



Veolia monitors and measures suppliers' **CR and Sustainability performance via:**

Systems assessment

All suppliers will undergo assessment using the Veolia supplier portal. Suppliers in higher risk sectors may also be requested to complete an assessment of sustainability and produce an improvement plan for ongoing review.

Risk mitigation

Suppliers will undergo financial assessment at periodic intervals using a recognised financial analysis provider or by review of the suppliers' financial accounts. Suppliers will be required to assure Veolia of their long term financial viability or produce a plan which shows how the supplier will move into financial stability.



Where suppliers have breached relevant legislation or created negative feedback which potentially threatens Veolia's brand or operation, the supplier may be excluded from doing business with the company.



3

Supplier requirements

In addition to **complying with all relevant legislation**, our suppliers are expected to adhere to the following requirements:

HEALTH AND SAFETY



- Health and Safety is central to all activities that Veolia undertakes; its supply chain is expected to adopt the same culture and attitudes to this area. Suppliers are expected to follow legislative requirements and those of the relevant industry bodies. It shall take an active role in improving Health and Safety for its own employees and supply chain.
- The supplier shall have systems and processes in place which monitor, assess and report its Health and Safety performance to Veolia.



PEOPLE AND COMMUNITIES



- Suppliers are expected to be proactive in offering meaningful employment and skills development opportunities to young people and those marginalised or excluded from mainstream employment. This includes supporting apprenticeships or offering training to build local skills and increase employability.
- Suppliers are expected to prioritise local businesses and people in the locality of sites where we operate.
- The supplier must undertake to adopt measures to ensure the physical and psychological integrity of its workers in accordance with the applicable local and international regulations.



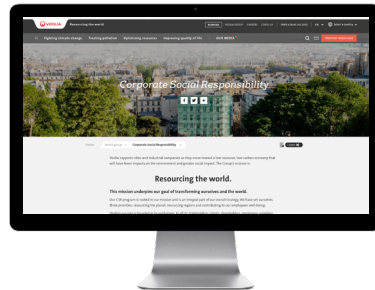
3

Supplier requirements *cont'd*

ENVIRONMENT



Environmental and social concerns form an essential part of Veolia's procurement policy from the very beginning of the supplier selection phase. For this purpose, Veolia expects suppliers to conduct an analysis that takes into account the notion of global cost. This is used to define a long-term vision of the economic, environmental and/or social aspects of a purchase. The product is returned to its environment in accordance with its functions and life cycle. In particular, this vision makes it possible to integrate supplier's innovation and to identify opportunities for optimisations.



The supplier's commitments on these matters will be defined in a contractual clause between the supplier and Veolia.

Within its organisation and its supply chain, suppliers are expected to have, or be developing, an appropriate environmental management system for the scale and type of business, including processes which measure its organisations' impact on the environment.

This includes:

- Taking active steps in reducing carbon footprint
- Taking measures to assess and where possible to control and reduce their environmental impacts
- Protecting, preserving and enhancing biodiversity
- Complying with all relevant environmental legislation where relevant, including Environmental permits, waste carriers licences and duty of care
- Taking active steps to reduce paper documents by introducing electronic documents and forms – e.g. invoices

If a supplier affects our energy consumption in the course of its work, the supplier shall work with Veolia and its supply chain to reduce our energy consumption.

The supplier shall make use of low carbon sources for its energy supply.

Where suppliers provide us with products that are energy intensive in their manufacture, the supplier shall understand the carbon footprint of these products and be able to demonstrate plans to reduce it.

Suppliers are expected to be willing to share best practice and jointly develop initiatives with Veolia which reduce its own and Veolia's impact on the environment.



3

Supplier requirements *cont'd*

HUMAN RIGHTS AND FUNDAMENTAL LABOUR RIGHTS



Suppliers are expected to be able to demonstrate they have procedures in place to deal with employment abuse in accordance with relevant regulations and laws. In particular, suppliers are mandated to comply with the requirements of the Modern Slavery Act 2015.

Veolia expects its suppliers to conduct their activities with respect for human rights, in accordance with the principles below:

Non-discrimination

- Veolia prohibits all practices that constitute discrimination or harassment.
- All of the Group's suppliers must guarantee equality of opportunity, respect for diversity and recognition of the talents of every individual in an environment where harassment, abuse or any other form of treatment contrary to respect for human dignity is prohibited.

Child labour

In accordance with the commitments made on the basis of the fundamental principles of the ILO and the United Nations Global Compact, Veolia strictly prohibits the labour of those who have not reached the legal working age. This applies throughout the entire value creation chain, regardless of the country where the services are performed. If no minimum age is defined in the given country, this age may not be less than 16 years old. In its Ethics Guide, Veolia confirms this position and extends it to the criteria for the selection of its suppliers through a sustainable development clause.

Forced/compulsory labour

- Veolia prohibits forced or compulsory labour of any kind whatsoever: servitude, trafficking, slavery, or the retention of migrants or illegal workers by unlawful means.
- The work must be carried out voluntarily in exchange for legal compensation and without exposure to threats or actual criminal sanctions or penal proceedings, violence, detention, the withholding of identity documents or the suppression of legal rights or privileges.
- Workers must be free to consent to a job and to resign in accordance with applicable laws and regulations and collective bargaining agreements.

Diversity and inclusion

- Every employee must be treated fairly and with dignity, this is underpinned by 4 inclusive behaviours which asks for people to be:
 - Welcoming people of all backgrounds and abilities
 - Respecting the views and opinions of others
 - Supporting others so they feel more included
 - Speaking up for inclusion
- Veolia requires its suppliers to comply with regulations and rules of labour law that apply in each of the countries where the Group operates: standards governing health, equality, social and security benefits, in order to benefit from a safe and healthy environment.

Salaries and employee benefits

- Suppliers are expected to ensure that its workforce, and the workforce of its own supply chain, is paid at least the minimum wage.
- If the laws and regulations do not specify a minimum wage, suppliers must compensate their employees in accordance with the minimum current rate salary on the market for the position concerned.

In addition to legislative requirements, Veolia requires its suppliers to control the impact of their activities. To this end, the supplier undertakes to establish measurement and control systems and, in general, to pay particular attention to the inherent risks relating to health and safety, and the environment. The supplier's commitments on these matters will be defined in contractual clauses between the supplier and Veolia and may also be monitored on a daily basis by means of an evaluation system.



3

Supplier requirements *cont'd*

DATA PROTECTION AND INFORMATION SECURITY



Veolia expects its suppliers to treat our information assets in the same secure manner in which they would treat physical assets (like vehicles, property or cash). Where our suppliers process personal data on our behalf, we expect them to ensure that this processing is carried out in accordance with the relevant data protection laws.

As part of our due diligence process, we expect suppliers to provide us with reasonable assurance that they have implemented proper information security and data protection controls to protect the confidentiality, integrity and availability of information (both personal and commercial).

ETHICAL PRACTICES



Suppliers are expected to procure goods and services in accordance with all relevant local and international legislation.

Suppliers shall use fair and objective means of selecting companies for its own supply.

Suppliers are expected to have a prompt payment ethic in place and actively monitor their performance in meeting this.

Veolia's ethics and compliance commitment is part of a broader societal dynamic that sees a growing number of stakeholders questioning companies' extra-financial performance. We encourage all employees, customers, suppliers, and any other parties, who become aware of a breach of ethics and/pr compliance rules, to report the breach via the Group's alert line.

TAXES



Veolia expects its suppliers to comply with all of their worldwide tax obligations, and have appropriate policies and procedures in place to reasonably prevent the facilitation of tax evasion by others.





3

Supplier requirements *cont'd*



CORRUPTION AND CONFLICTS OF INTERESTS

Suppliers are expected to be able to demonstrate they have procedures in place to deal with the risks of bribery and corruption within their organisation.

Veolia expects its suppliers to:

- Establish reasonable processes and measures to inhibit and prevent corruption
- Adopt legitimate and fair business practices (methods and means generally recognised as consistent with good practices in the profession, in compliance with the law)
- Select suppliers and subcontractors after conducting an appropriate due diligence

- Suppliers shall avoid conflicts of interest and take active steps in reporting and resolving any conflicts identified in its own organisation and within its supply chain.
- Ensure the adoption of exacting standards of conduct in order to prevent and avoid situations of conflict of interest.
- Veolia requires its suppliers to prohibit offering to a collaborator of Veolia any form of solicitation, gifts or invitations in the form of cash or cash equivalent (e.g. gift vouchers or tradeable items).





3

Supplier requirements *cont'd*



COMPETITION LAW

Veolia expects its suppliers and subcontractors to comply with competition law, which prohibits in particular the following:

- Arrangements or practices between companies that could be detrimental to competition
- Abusive conduct from a company that occupies a dominant position in a market

The supplier must freely determine its business and industrial policy, as well as its prices, without sharing any commercially sensitive information with competitors (especially in the context of professional meetings, association meetings or benchmark meetings).

Veolia requires its suppliers to:

- Comply with the Group's procurement process and management procedures
- Negotiate honestly and fairly with Veolia
- Ensure the adoption of rigorous standards of conduct.





4 Continuous improvement

Suppliers are expected to have a long term plan in place to improve its sustainability performance, and be willing to work with Veolia to develop innovative solutions to address CR issues, share best practice and implement new initiatives.

Signature

Print Name

Position

Date Signed

Trading Name

