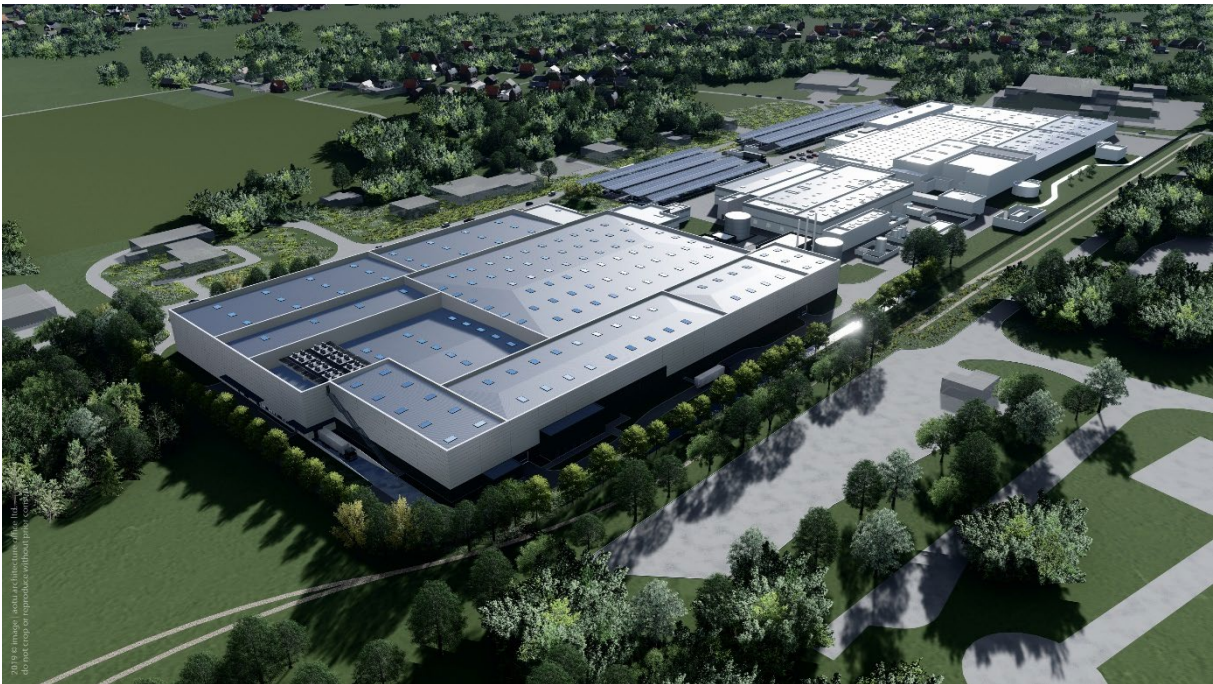


# **ACC Sustainable Supply Chain Charter**

## *ACC Corporate Social Responsibility Requirements and Guidelines for Suppliers*



*The following Sustainable Supply Chain Charter applies to any Supplier doing business with Automotive Cells Company SE or its subsidiaries ("ACC") and are part of any contract with ACC that obligates a Supplier to comply with ACC sustainability requirements or policies, including the Codes of Conduct.*

**VERSION 1 – SEPTEMBER 2021**



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## 1. PREAMBLE

ACC was created in September 2020 to be a global reference player for battery development and manufacturing for electric vehicles and the European leader of automotive batteries enabling clean and efficient mobility for the greatest number.

ACC's ambitions are to be a high-tech and innovative center of excellence, to be competitive, to produce automotive batteries more affordable than ever, to act in a socially and environmentally responsible manner and to create highly qualified jobs and job opportunities also in its value chain.

Therefore, building a sustainable supply chain with suppliers that respects the best social and environmental standards and with full traceability of the raw materials especially the strategic metals is paramount to ACC. This is a major part of our Corporate Social Responsibility (CSR) Approach.

Our suppliers make a major contribution to value creation and innovative strength, and hence to the success of ACC. We firmly believe that they play a significant role in helping us to achieve our sustainability targets, e.g. reducing CO2 emissions over lifecycle, improving resource efficiency and ensuring responsible and ethical business practices. They are also major players in the transformation of the automobile industry. We can only improve the overall sustainability performance of the electric mobility sector through collaboration and consistent commitments towards CSR along the whole value chain, from mining to OEM and recycling. That is why it is essential that our business partners meet the same environmental, social and governance standards we set for ourselves.

ACC is committed to the highest standards of product quality and business integrity. ACC requires all of its suppliers and employees to conduct themselves with the highest standards of honesty, fairness, integrity, and compliance with all applicable laws.

We have developed this Charter in order to outline ACC approach to supply chain responsibility. It summarizes ACC guiding principles for the worldwide supplier network, in accordance with globally accepted standards and internationally recognized guidelines regarding Environmental, Social and Governance known as ESG<sup>1</sup>-topics. We require our business partners to ensure legal compliance on any level, to protect the environment and respect human rights in line with international expectations, and request that ACC suppliers take all necessary steps to ensure that their practices are compatible with the content and spirit of this Charter.

A successful supplier-customer relationship will be based on many elements such as technical specifications, quality, price, service and technology, environmental and social impact. This Charter is one of the key tools helping us to determine the quality of our suppliers. We would favor those partners who are able to demonstrate a commitment to sustainable development.



Yann VINCENT  
CEO of ACC

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<sup>1</sup> ESG: a way of judging a company by things other than its financial performance, for example its policies relating to the environment and how happy its employees are. (source: Cambridge Dictionary)



## **2. ACC ENGAGEMENT TOWARDS ITS SUPPLIERS**

### **2.1. FAIR DEALING WITH SUPPLIERS**

ACC is committed to treating its supplier with fairness and respect. Our purchasing activities are conducted in accordance with the highest ethical and professional standards, as set out in our Code of Ethics.

### **2.2. FAIR SELECTION**

We select suppliers based on criteria such as technical specifications, quality, price, service and technology, environmental and social impact.

### **2.3. HEALTH & SAFETY**

ACC will apply the same health & safety standards to all contractors working on our sites as the ones we apply for our own employees.

## **3. ACC CSR REQUIREMENTS TOWARDS SUPPLIERS**

### **3.1. RESPONSIBLE BUSINESS CONDUCT**

#### **3.1.1. ACC Code of ethics**

ACC code of ethics describes the ethical rules to which ACC submits in all circumstances, whether as a result of external obligations (laws and regulations) or by its own decision. They apply to ACC employees and to its suppliers and partners.

All suppliers must have read ACC code of ethics. In signing this Charter, the suppliers state and warrant that their organizations are compliant with the principles specified in the ACC Code of Ethics and any other relevant international convention, national and local regulations which are applicable to their activities in the countries in which they operate.

ACC requests legal compliance from all business partners. Suppliers shall adopt or establish a system to manage the elements of this Code. The management system shall be designed to ensure (a) compliance with applicable laws, regulations and customer requirements related to the supplier's operations and products; (b) conformance with this code; and (c) identification and mitigation of risks related to this code. It should also be designed to facilitate continual improvement in the business's social and environmental performance. ACC expects its business partners to implement an adequate and effective Compliance Management System within their organizations, and more generally robust CSR organization and governance.

Suppliers authorize ACC, if required, to have access to the information that would be necessary to confirm their compliance with the said principles.

Suppliers are also encouraged to operate in accordance with the Responsible Business Alliance (RBA) Code of Conduct which reflects the basic principles of responsible sourcing and manufacturing agreed upon by major global companies, including provisions for responsible management in labor, health and safety, environment, and ethics. Regarding gifts and invitations, ACC rule is to refuse or give cash gifts, to refuse any gift or invitation. Possible exceptions to the rule:

- Lunch, dinner, and refreshments justified by the time and duration of meetings or seminars.
- Invitations to seminars or events for professional reasons, including networking.
- Gifts or invitations that cannot be refused for obvious cultural or safety reasons.

Supplier shall ensure that its employees, subcontractors, agents, and third parties assigned to provide services or products to ACC act consistently with this Sustainable Supply Chain Charter. ACC



may audit Supplier and inspect Supplier's facilities to confirm compliance with this Charter. ACC may require Supplier to immediately remove any Supplier employee or representative from the project that acts inconsistently with this or any other ACC policy.

Data Privacy: Suppliers are to commit to protecting the reasonable privacy expectations of information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

### 3.1.2. Human Rights, Labor Practices and Workers' Rights

In its code of ethics ACC commits to uphold the human rights contained in the United Nations Universal Declaration of Human Rights, in the guidelines of the UN Initiative 'Global Compact' and the 'ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up' and to align their due diligence process with the requirements of the 'Guiding Principles on Business and Human Rights' by the United Nations. All suppliers are called upon to observe these principles. They are invited to respect the highest standards such as the RBA Code of Conduct. Certain suppliers may be invited to demonstrate their compliance especially to "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas".

Suppliers must implement policies and processes to identify, prevent, mitigate, and remediate human rights impacts on the workers and vulnerable populations affected by their operations and supply chains. Suppliers should ensure that mechanisms exist to guarantee respect for the following principles on their sites and, where relevant, those of their own suppliers:

- Abolition of child labour
- Elimination of forced and compulsory labour
- Freedom of association and the right to collective bargaining
- Elimination of discrimination in the workplace
- Fair treatment
- Compliance with all applicable laws regarding wages, benefits and working hours.

If you are operating on one of ACC industrial sites, the minimum age of any of your employees will be compliant with the local regulation.

Suppliers shall comply with all laws, regulations, and policies applicable to it and its dealings with ACC, including employment laws prohibiting discrimination and harassment. They are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

### 3.1.3. Health and Safety

Suppliers set up a health protection system that ensures compliance with regulatory requirements applicable to them and an occupational safety organization for the purpose of ensuring a high level of occupational safety within their companies.

This means having procedures in place to protect the health and safety of your staff, your own subcontractors, local people, and for example the implementation of a documented health and safety policy and management system, the assessment of potential emergency situations in the workplace with emergency plans and response procedures.

They ensure that their activities are not hazardous to the health of:



- their employees,
- their subcontractors,
- the local community,
- users of their products.

They are committed to limiting worker exposure to chemical, carcinogenic, mutagenic or toxic substances to as low as reasonably achievable and adopt a continuous improvement program in this regard. They strive continuously to reduce health and safety risks and improve working conditions for the workforce including sub-contractors working on site.

Suppliers recognize that in addition to minimize the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

Recognized management systems such as OHSAS 18001 / ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing this Charter and may be a useful source of additional information.

#### 3.1.4. Responsible Sourcing of Raw Materials (e.g., Due diligence for conflict-minerals and Cobalt)

Extraction, production, transport, trade, processing and export of certain raw materials along the upstream value chain may be linked to high ESG (Environmental, Social and Governance) risks for people and the environment.

We aim to influence positively upstream supply chain actors through our policies and practices whether ACC will or not procure minerals directly from mines, or the smelters or refiners that process them,. Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility.

Inspired by the OECD Due Diligence Guidance and the Responsible Minerals Initiative (RMI) we aim to use only raw materials in our products, whose extraction, production, transport, trade, processing and export neither directly nor indirectly contribute to human rights abuses such as armed conflict, forced and child labor, and environmental degradation or pollution, health & safety issues or compliance breaches.

Anticipating the entry into force of the upcoming new EU battery directive and more specifically its article 39 (obligation to establish supply chain due diligence policies) and related Annex X, ACC requests its suppliers to be able to demonstrate that they will comply with the supply chain due diligence obligations set out in paragraphs 2 to 5 of Article 39 and will keep documentation demonstrating its respective compliance with those obligations, including the results of the third-party verification carried out by notified bodies.

With regard to raw materials, such as tin, tungsten, tantalum and gold (3TG) from conflict-affected and high-risk areas (CAHRAs) like the Democratic Republic of the Congo (DRC), as well as other raw materials, such as cobalt, lithium, copper etc., we established processes in accordance with the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas' and expect our suppliers to do the same. Smelters and refiners without adequate, audited due diligence processes in place shall be avoided. Upon request, suppliers shall **disclose** their **supply chain including information on the origin of the material**, e.g. via the 'Responsible Minerals Assurance Process' (RMAP) assessment program by the RMI for 3TG.





**Raw materials should be obtained from audited sources** as a matter of principle wherever possible, using independent, third-party assurance, such as for example the Standard for Responsible Mining from the 'Initiative for Responsible Mining Assurance' (IRMA).

Suppliers of products containing the following metals must **indicate the provenance** of these raw materials and the processing location: **lithium, cobalt, aluminum, copper, nickel, graphite** (natural as well as artificial), **mica. Suppliers of cathode and anode materials** must be able to ensure full traceability of the raw materials used in the products sold to ACC.

When applicable, the supplier shall:

- Use the RBA/RMI Conflict Minerals Reporting Template (CMRT) and/or Cobalt Reporting Template (CRT) with their suppliers to trace the chain of custody of conflict mineral in their supply chain, consolidate the information and generate a company CMRT report.
- Require their Tier 1 suppliers to use the CMRT and/or CRT (or the IPC-1755 Conflict Minerals Data Exchange standard) and breakdown these requirements to their own suppliers (tier-1, tier-2, tier-n when applicable).
- Use these inquiries to identify the smelters in their supply chain and conduct reasonable efforts to source from smelters validated as "conflict-free" by a recognized industry program or body such as the RBA Conflict Free Smelter Program (CFSP).

Suppliers are requested to share the main risks they identified regarding the country of origin of their Raw Materials and the actions they are taking to mitigate them.

ACC expect its concerned suppliers to **establish their own OECD-aligned due diligence program** to achieve responsible mineral supply chains and to respond to ACC inquiries for due diligence information, and promptly implement corrective actions identified and requested by ACC.

When we identify a reasonable risk that a supplier is sourcing from, or linked to, a party committing serious abuses as set forth above, we will suspend or discontinue our relationship with such supplier. ACC will also terminate relationships with suppliers that do not make substantive and prompt efforts to comply with these requirements.

ACC recommends that all concerned suppliers actively participate in the Responsible Minerals Initiative to stay current on responsible sourcing and minerals supply chain issues. RMI includes the most up-to-date and current Conformant Smelter list, including the names, locations, and responsibly sourced minerals policies of all smelters and refiners that have been found to be conformant with the RMAP standards.

ACC also believes that responsible mineral sourcing extends beyond the current state of regulations. Additional minerals used in components may also face challenges related to the degrading treatment of people such as forced labor, child labor, and unmitigated environmental damage (nickel, graphite...). ACC will update this Charter and due diligence as needed.

## 3.2. ENVIRONMENTAL RESPONSIBILITY

### 3.2.1. Environmental management

All suppliers of ACC must comply with national and international standards and regulations. All required environmental permits, approvals and registrations are to be obtained, maintained, and kept current.

The supplier must inform ACC in case of any fine or non-monetary sanction for non-compliance with environmental laws and/or regulation and communicate its action plan.



All business partners are encouraged to implement an effective and certified environmental management system according to ISO 14001 or any equivalent system to continuously minimize their resource consumption (i.e. energy, water, raw materials, primary materials) and environmental impact (i.e. emissions, pollutants, waste).

ACC expects the Tier-1 suppliers to assure that they work in cooperation with their Tier-2 suppliers and that this cooperation will expand further upstream to reduce the environmental impacts over the product life cycle and guarantee the compliance of the supplied parts with all the requirements of these guidelines.

### 3.2.2. CO<sub>2</sub> reduction and GHG Emissions

ACC has set itself very ambitious targets in terms of carbon footprint of its products. Therefore, ACC seeks to continuously reduce CO<sub>2</sub> emissions over the complete product lifecycle, from development, raw material production to recycling. Our goal is to achieve the most advanced and carbon-efficient production process.

We expect our suppliers to implement effective measures to reduce their direct and indirect Greenhouse Gas (GHG) emissions (including their upstream supply chain and transport) in line with the Paris Agreement.

We demand from our suppliers to provide transparency regarding emissions data from their own operations as well as from upstream activities. ACC minimum requirement is the disclosure of supplier's scope 1 and 2 emissions and information about the kind of energy used (scope 2). The use of recognized method of calculation such as the GHG Protocol is strongly recommended (<https://ghgprotocol.org/standards>). We ask all our suppliers to communicate the CO<sub>2</sub> footprint of their product / supplied parts (CSR questionnaire) and provide annual updates.

All business partners are requested to use as much renewable energy as possible in the manufacture of the products sold to ACC and are encouraged to gradually widen the use of renewable energy in their process. They should at least use a maximum part of decarbonized energy in their process.

### 3.2.3. Saving resources

ACC wants to play its part in accelerating the transition from a linear to a circular economy of batteries with among other benefits a better use of resources and lower carbon emissions. Therefore, ACC expects from its suppliers that they establish an organization ensuring that their use of resources, including water and energy, and generation of waste of all types is reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

ACC promotes "closed loop recycling" in which scrap generated from ACC production activities are reused in in-house production of batteries. All ACC suppliers are encouraged to make continuous efforts in prioritize the use of recycled material and promote development of new recycled materials.

ACC suppliers are encouraged to apply the following guidelines regarding the packaging of provided parts and products:

- When possible, implement reusable packaging with a close loop between ACC and the supplier.
- Minimize the amount of material used.
- Maximize the use of recycled materials (and provide the ratio to ACC) or materials from renewable/bio-based sources.
- In wood-based and carton packaging, use materials from sustainable origin (FSC or PEFC).





- Reduce the plastic in packaging and prefer transparent or lightly colored materials, as well as recycled -or biobased if applicable- plastic.
- Optimize the packaging design for transport and logistics.
- Design the packaging to improve recycling: avoid tape, staples and glue between materials, use appropriate inks...

#### 3.2.4. Preventing environmental pollution

We expect from our suppliers that air and water emissions generated from operations are characterized, routinely monitored, controlled, and treated as required at least according to the local environmental regulation prior to discharge. Supplier shall conduct routine monitoring of the performance of its air and water emission control and treatment systems. Supplier shall prevent illegal discharges. Upon request, the supplier shall provide the results of the release analyses.

We also expect that chemicals and other hazardous materials are identified and managed to ensure their safe handling, storage, use, recycling or reuse and disposal.

#### 3.2.5. Material restrictions

Our suppliers and their own suppliers shall comply with all applicable laws and regulation regarding the restriction and registration and where necessary, authorization or notification of chemical substances contained in the end product or production process according to the statutory requirements that apply to the corresponding market (e.g. REACH, RoHS).

Suppliers are to comply to all applicable laws, regulations and ACC requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

Suppliers must provide Safety Data Sheet for all chemicals in the current format of the country of delivery.

ACC is required to enter and submit the material information of designated parts via IMDS (International Material Data System). Consequently, supplier may be required to submit additional material information (physical and chemical characteristics).

#### 3.2.6. Life Cycle Assessment

ACC carries out quantitative assessment on environmental impact from resource extraction, manufacturing, transportation, usage and to battery disposal. ACC will continue to work on lowering the batteries environmental impact by developing new technology and improving efficiency in manufacturing process, as well as in contributing to battery recycling.

In order to complete its life cycle assessment, ACC will request the supplier to provide relevant environmental data (i.e., water and energy consumption, raw materials, chemicals, wastes, air and water emissions...).

### 3.3. COMMUNITY INVOLVEMENT AND DEVELOPMENT

Suppliers ensure that their business is successfully integrated into the local community.

They are invited to share with ACC the steps they have taken to support local communities, such as:



- job creation and skills development (in particular by creating employment opportunities and facilitating training opportunities for employees, employ local workers and provide training with a view to improving skill levels as much as possible),
- Income and wealth creation,
- Social investment such as base of pyramid (BOP<sup>2</sup>) initiative,
- Actions towards vulnerable groups of people,
- Actions to encourage local capacity building,
- Technology development and access.

**i** The above-mentioned items are **not mandatory requirements**. They can usefully help ACC better assess its supplier's involvement in CSR activities.

### SUMMARY OF ACC CSR GUIDELINES AND REQUIREMENTS FOR SUPPLIERS:

ACC Requirements	Requirement level
Responsible Business Conduct	
Read ACC code of ethics	★ Mandatory
Adopt or establish a system to manage the elements of this Charter	★ Mandatory
Implement robust CSR organization and governance	<b>i</b> Recommended
Authorize ACC, if required, to have access in reasonable delays to the information that would be necessary to confirm compliance with the said principles	★ Mandatory
Operate in accordance with the RBA Code of Conduct	<b>i</b> Recommended
Ensure that its employees, subcontractors, agents, and any contracting parties act consistently with this Charter	★ Mandatory
Comply with personal data privacy and information security laws and regulatory requirements	★ Mandatory
Human Rights, Labor Practices & Workers' Rights	
Ensure that mechanisms exist within their company to guarantee the respect of human and workers' rights, such as policies and processes to identify, prevent, mitigate, and remediate human rights impacts on the workers and vulnerable populations affected by the supplier's operations and supply chains	★ Mandatory
Comply with ILO Conventions	★ Mandatory
Comply with laws and regulations applicable to workers' rights	★ Mandatory
For Cathode and anode materials suppliers, and suppliers sourcing their raw materials from mining firms, refiners, and smelters: apply a due diligence process inspired from the one of the OECD.	★ Mandatory
Health & Safety	
Ensure that everything is done to reduce health and safety risks and continuously improve working conditions.	★ Mandatory

<sup>2</sup> Bottom of the pyramid (BOP), also called base of the pyramid, term in economics that refers to the poorest two-thirds of the economic human pyramid, a group of more than four billion people living in abject poverty. More broadly, BOP refers to a market-based model of economic development that promises to simultaneously alleviate widespread poverty while providing growth and profits for multinational corporations (MNCs).



Set up a health protection system and organization to ensure a high level of occupational safety for all workers (internal and subcontractors).	★ Mandatory
Demonstrate that everything is done to limit worker exposure to chemical, carcinogenic, mutagenic or toxic substances to as low as reasonably achievable.	★ Mandatory
Ensure that the supplier's activities are not hazardous for the health of the local community and the users of their products	★ Mandatory
OHSAS 18001 / ISO 45001 Certification	ℹ Recommended
<b>Responsible Sourcing of Raw Materials</b>	
When applicable: Establish processes in accordance with the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas', 3TG and cobalt.	★ Mandatory
Source from smelters and refiners with adequate and audited due diligence processes.	★ Mandatory
Establish processes inspired from the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas', for other raw materials such as nickel, graphite, copper that may also face challenges related to the human rights, and environmental damage.	ℹ Recommended
Upon request, disclose supply chain including information on the origin of the material.	★ Mandatory
Participate in the Responsible Minerals Initiative	ℹ Recommended
Work with smelters and refiners that have been found to be conformant with the RMAP standards	ℹ Recommended
Be able to comply with upcoming EU battery directive requirements set up in article 39 and annex X	ℹ Recommended
<b>Environmental Responsibility</b>	
<b>Environmental Management</b>	
Comply with national and international standards and regulations	★ Mandatory
Inform ACC in case of any fine or non-monetary sanction for non-compliance	★ Mandatory
ISO 14001 Certification (or equivalent)	ℹ Recommended
<b>CO<sub>2</sub> reduction and GHG emissions</b>	
Disclose scope 1 and 2 emissions	★ Mandatory
Have a reduction plan for direct and indirect Greenhouse Gas (GHG) emissions (at least scope 1 & 2)	★ Mandatory
Communicate the CO <sub>2</sub> footprint of the product or supplied part and update it annually	★ Mandatory
<b>Saving resources</b>	
Prioritize the use of recycled material and promote development of new recycled -or bio-based if applicable- materials	ℹ Recommended
Apply ACC guidelines regarding the packaging of provided parts and products to lower their environmental footprint	ℹ Recommended
<b>Preventing environmental pollution</b>	

Control and treat air and water emissions as required by the local environmental regulation	★ Mandatory
Conduct routine monitoring of the performance of one's air and water emission control and treatment systems	★ Mandatory
Identify and manage chemicals and other hazardous materials to ensure safe handling, storage, use, recycling or reuse and disposal.	★ Mandatory
Material restrictions	
Comply with all applicable laws and regulation regarding chemical substances (e.g., REACH, RoHS).	★ Mandatory
Provide Safety Data Sheet for all chemicals in the current format of the country of delivery	★ Mandatory
Submit additional material information (physical and chemical characteristics) on demand	★ Mandatory
Life Cycle Assessment	
Provide relevant environmental data (i.e., water and energy consumption, raw materials, chemicals, wastes, air and water emissions...) when requested by ACC.	★ Mandatory
Community involvement and development	
Suppliers are invited to share with ACC the actions they have implemented to support local communities	ⓘ Recommended

### 3.4. BUSINESS CONTINUITY PLANNING

Our customers expect ACC to deliver quality products and services on time, all the time. We want to continuously work side by side with our trusted ACC suppliers and partners to prepare for unexpected events such as loss of critical assets, pandemic, technology outages, natural disasters, cyber threats, global environmental issues, and political instability by minimizing any downstream impact to our customers from these types of events.

To ensure Business Continuity we aim to identify all priority supplier and partner site locations (primary, subcontractor, and subtier) that manufacture parts for ACC, and we request our supplier to share a self-assessment of the risk of any of those sites being impacted by a global incident.

Suppliers shall provide, upon request, the activities planned in the recovery strategies and the associated time to recover.

## 4. LEGAL EFFECT

This Charter is an integral component of the contractual documents from the Purchasing department.

### 4.1. SCOPE

The Charter applies to all suppliers to ACC. ACC asks its suppliers to apply the principles herein to their own suppliers.

### 4.2. SUPPLIER COMMITMENT TO RESPECT THIS CHARTER



In all cases, suppliers shall as a minimum comply with national and local regulations. If the principles defined by ACC are more demanding than those regulations, then they shall constitute the reference principles.

By signing this Charter, suppliers hereby accept it and agree to comply with its principles, or to implement a performance improvement initiative aimed at conforming to them.

Suppliers undertake to promote / communicate the principles of sustainable procurement in their own supply chain.

### 4.3. NON-COMPLIANCE

Should the self-assessment process, monitoring steps or other evidence indicate that elements of the Sustainable Supply Chain Charter are not being met, supplier may be required to provide satisfactory explanation and / or evidence that corrective action is planned to amend the situation and prevent any recurrence.

Specific case: When we identify a reasonable risk that a supplier is sourcing raw material (cobalt, lithium, nickel, graphite, copper aluminum) from, or linked to, a party committing serious abuses regarding human rights, health and safety, the environment or compliance breaches, we will suspend or discontinue our relationship with such supplier. ACC will also terminate relationships with suppliers that do not make substantive and prompt efforts to comply with the requirements above listed at point 3.1.4.



## 5. ANNEX - REFERENCES

- United Nations (UN) Guiding Principles
- Universal Declaration of Human Rights
- International Labor Organization (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- ILO International Labor Standards
- ILO Code of Practice in Safety and Health
- OECD Guidelines for Multinational Enterprises
- OECD Guidance on Due Diligence for Conflict-Minerals
- OECD Due Diligence Guidance for Responsible Business Conduct
- UN Global Compact
- UNEP Guidelines for Social Life Cycle Assessment of Product
- Convention on Biological Diversity Decision COP VIII/28-Voluntary guidelines on Biodiversity-Inclusive impact assessment
- ISO 14000 series environmental management systems
- Eco-Management and Audit Scheme (EMAS)
- Greenhouse Gas Protocol
- OHSAS 18001 Health and Safety Systems
- ISO 45001 Occupational Health and Safety Management Systems
- REACH, Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), establishing a European Chemicals Agency (*European regulation, applicable to imports to Europe*)
- RoHS, European directive 2002/95/CE concerning Restriction of hazardous substances in electrical and electronic equipment
- ACC Code of Ethics
- ACC CSR Questionnaire