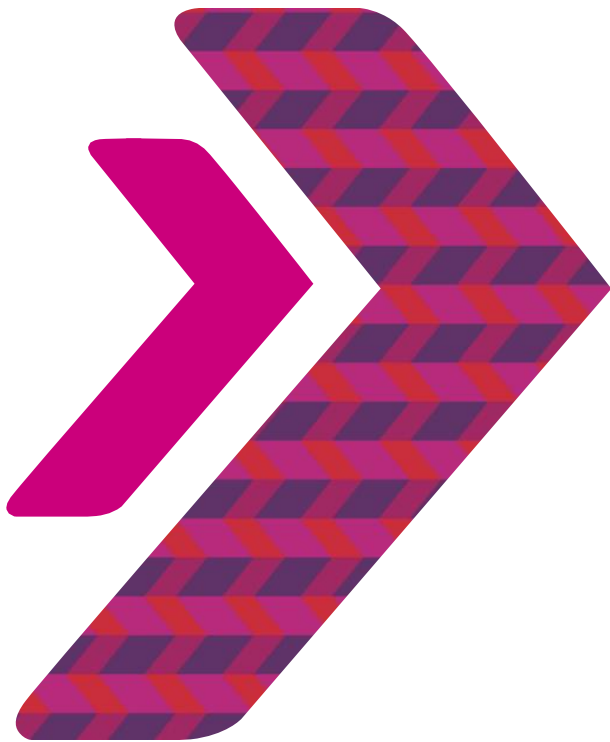




Responsible Purchasing Charter



Scope
Group

Approved by
Ronen Cohen

Date	30/03/2026
Update frequency	Every 2 years

Preamble



Comexposium is one of the world's leading organisers of trade and consumer events. Every year, the Group organises more than **400 events across 20 countries** – tradeshows, exhibitions, conferences, business meetings, hybrid events and digital platforms – bringing together communities of professionals and enthusiasts in particularly dynamic sectors:

- **Food & Beverage:** SIAL, Wine Paris (Vinexposium), Gourmet Selection, Salon des Fromages et des Produits Laitiers, Salon du Chocolat et de la Pâtisserie, Djazagro, etc.
- **Education & career guidance:** l'Etudiant
- **Fashion, accessories & design:** SILMO, Who's Next, Bijorhca, Interfilère, Salon International de la Lingerie, Première Classe, etc.
- **Security & Cybersecurity:** Milipol, Trustech, Les Assises de la Cybersécurité, Ready For IT, Cyber-IA Expo; etc.
- **Retail & Digital:** NRF Retail Big Show Europe & Asia, One to One Retail E-commerce, One to One IA x Expérience Client, Siec, etc.
- **Leisure:** Foire de Paris, Salon Mondial du Tourisme, Créations & Savoir-Faire, Salon de la Photo, etc.
- **Health:** Imcas World Congress
- **Transport, Automotive & Mobility :** Rétromobile, Ultimate Supercar Garage, Top Transport, Solutrans, GAIKINDO Indonesia International Auto Show, etc.
- **Other sectors:** Intermat.

This sector-specific expertise gives the Group the ability to create **powerful ecosystems** and offer our partners **long-term collaboration opportunities** across a wide range of event formats and business sectors.

All our partners - venues and event spaces, design agencies, technical and audiovisual partners, reception and security service providers, caterers - play a vital role in ensuring the successful delivery of our events across the 80 regions in which we operate around the world.

To address the sustainability challenges facing the events sector and the sectors it supports through its events, the Group has adopted a proactive and collaborative CSR strategy, ALL INVolved, divided into 10 commitments.



GOVERNANCE

1

Implement an ambitious, transparent engagement strategy



COMMUNITIES

2

Act to promote sustainable economic and social growth

3

Support innovation and industry transformation

4

Promote regions and local expertise



ENVIRONMENT

5

Reduce the carbon footprint of our operations

6

Design our events according to circular economy principles

7

Engage our partners and participants in responsible practices



PEOPLE

8

Develop our talents and expertise

9

Promote diversity, inclusion and solidarity

10

Bring our stakeholders together around shared values

Drawn up within this scope, this Charter aims to engage our suppliers and service providers in CSR commitments that are consistent with those of Comexposium.

This Charter aims to mitigate legal, ethical, social, environmental and reputational risks in the supply chain. It is an operational extension of the Comexposium Group's Code of Business Ethics (https://www.comexposium.com/wp-content/uploads/2026/02/Comexposium-code-of-business-ethics-en_EN_2025-10-05-1.pdf) which applies notably to suppliers and service providers.

In the event of any inconsistency between the two, the provisions of the Code of Business Ethics shall prevail.

The commitments cover the following issues:

- Business ethics,
- Compliance with labour standards and respect for human rights,
- Health and safety.
- Environmental protection.

In signing this Charter, the Supplier undertakes to:

- comply with and implement the necessary measures to fulfil its obligations, as defined in this Charter;
- ensure that its own suppliers and subcontractors comply with and implement all the principles set out in this Charter, in accordance with contractual provisions and the applicable legislation;
- provide Comexposium with evidence demonstrating full compliance with this Charter. To this end, the Supplier must, at Comexposium's request, provide the information and documents requested;
- accommodate, and where possible ensure that its own suppliers and subcontractors accommodate, any internal or external auditors who may be appointed by Comexposium to verify compliance with the Charter.

Any breach by the Supplier of the principles set out in this Charter shall constitute a material breach of its contractual obligations and may, depending on the gravity of the breach, result in the application of the measures provided for in the contract to which the Supplier and Comexposium are parties, which may, where appropriate, extend to the termination of that contract at the Supplier's fault, without prejudice to any claim for damages.

Depending on the severity and nature of the breach in question, the Supplier and Comexposium may agree on an action plan to determine the conditions under which the contractual relationship will continue.

Undertakings of the Supplier towards Comexposium

1. Business ethics

In terms of ethical conduct (anti-bribery, fraud, conflicts of interest, competition law, data protection, etc.), the Supplier undertakes to read and comply with the Group's Code of Business Ethics.

In particular, the Group has established a procedure regarding gifts and hospitality. The Supplier undertakes to comply with this procedure.

➤ Anti-bribery and influence peddling

The Supplier shall refrain from any form of active or passive bribery, influence peddling, facilitation payments or improper advantages, in accordance with the principles of the Code of Business Ethics.

➤ Conflicts of interest

The Supplier undertakes to disclose any situation that could constitute a conflict of interest with a member of the Group's workforce.

➤ International sanctions

The Supplier undertakes to comply with all applicable regulations relating to international economic and financial sanctions.

➤ Whistleblowing procedure

The Supplier may use the Group's whistleblowing scheme to report any suspected breach of the Code.

➤ Protection of personal data

The Supplier undertakes to comply with all applicable regulations regarding the protection of personal data, in particular Regulation (EU) 2016/679 (GDPR), when processing data on behalf of Comexposium or under the contractual relationship.

It shall implement appropriate technical and organisational measures to ensure the security, confidentiality and integrity of the data processed and shall promptly inform Comexposium of any data breach likely to affect the data processed on its behalf.

2. Risk of economic dependence

The Supplier undertakes to avoid any significant economic dependence that could affect the equilibrium of the commercial relationship and to ensure that the same applies to its subcontractors and partners.

3. Respect for intellectual property rights

The Supplier must respect the intellectual property rights of others and must not use or appropriate information from third parties that may be regarded as confidential.

The supplier undertakes to respect the intellectual property rights of third parties, such as patents, copyright, trademarks or trade secrets. The supplier must not make any unauthorised copies of the software used by Comexposium or make any unauthorised use of such software.

4. Transparency of dialogue and information

The Supplier has a duty to inform Comexposium of the origin and traceability of products and services.

As part of Comexposium's duty of care, the Supplier undertakes to provide the following documents on a regular basis:

- A company registration document (*extrait Kbis* in France) dated within the last three months,
- A certificate of insurance detailing the cover provided, confirming that civil liability insurance policies have been taken out,
- A certificate confirming the submission of social security declarations, issued by the social security body responsible for collecting the social security contributions payable by the tenderer and dated within the last six months (equivalent for suppliers established outside France),
- A balance sheet and income statement for the last two years,
- Where applicable, a list of subcontractors,
- A list of foreign employees.

5. Compliance with labour standards and respect for human rights

The Supplier undertakes to respect and promote the fundamental rights set out in the Universal Declaration of Human Rights; the principles defined in the UN and OECD Global Compact, the principles set out in the Declaration on Fundamental Principles and Rights at Work and the Fundamental Conventions established by the International Labour Organisation (ILO), and all various applicable labour laws and regulations.

➤ Use of forced or compulsory labour

The Supplier undertakes not to make use of forced or compulsory labour, as defined by the International Labour Organisation (ILO).

➤ Illegal employment practices

The Supplier undertakes to refrain from illegal employment practices (such as undeclared work or the employment of foreign nationals without work permits) and to comply with the regulations governing subcontracting and with the applicable social and tax legislation.

➤ **Child and adolescent labour**

The Supplier undertakes to comply with the provisions on eradicating child labour and protecting children and adolescents, as set out in the relevant legislation.

➤ **Discrimination**

The Supplier undertakes to promote equal treatment and equal opportunities among its employees and refrain from all forms of discrimination (on grounds of race, colour, gender, religion, political opinion, social origin, etc.)

The Supplier undertakes to comply with the applicable legislation regarding the employment of people with disabilities.

➤ **Harassment**

The Supplier has a duty to treat all its employees with dignity and respect, in accordance with the applicable legislation.

The Supplier undertakes to lead by example in preventing and combating all forms of harassment and violence in the workplace.

➤ **Working hours**

The Supplier shall comply with the applicable legislation on working hours.

➤ **Pay**

The Supplier shall comply with the applicable legislation on pay and benefits, in particular regarding the minimum wage and overtime pay.

➤ **Freedom of association and the right to collective bargaining**

The Supplier undertakes to respect freedom of association, the protection of trade union rights, and the right of its employees to organise and engage in collective bargaining, as defined in the ILO Convention.

6. Employment and access to work

The Supplier undertakes to do its utmost, within its means, to promote social inclusion (in the sheltered and adapted employment sector, for people with disabilities, older people, young people without qualifications, minorities, etc.) and the development of the local area in which it operates. The Supplier will give preference to local partners and service providers.

7. Health and safety

The Supplier shall ensure that its activities do not harm the health and safety of its staff, subcontractors, parties involved in the operation, local communities and users of its products and services.

The Supplier shall take a proactive approach to health, safety and hygiene matters. Any risks associated with its activities must be identified and assessed. The Supplier shall take all necessary measures to mitigate and, where possible, eliminate these risks.

8. Environmental protection

The Supplier undertakes to comply with all applicable regulations and implement a process of continuous improvement in the field of environmental protection, in particular with regard to:

- Climate protection: reducing energy consumption and greenhouse gas emissions,
- Nature conservation, the preservation of biodiversity and ecosystems,
- The conservation of natural resources (water, materials, etc.), and the use of renewable, recyclable, recycled or reused materials,
- Limiting waste generated by its activities and waste disposal, by promoting resource recovery,
- Reducing or even eliminating the use of single-use plastic products,
- Combating food waste,
- Preventing chemical, light and noise pollution.

The Supplier shall notify Comexposium of any environmental or social ratings, certifications or labels awarded to it by a certification body or rating agency in relation to all or part of its CSR policy.

The Supplier undertakes to provide all data relating to the carbon emissions of its products or services, insofar as such data is available. If this is not the case, the Supplier undertakes to provide the data necessary for Comexposium to calculate the carbon footprint of the service.

Undertakings of Comexposium towards the Supplier

Under its CSR and responsible purchasing policy, Comexposium applies the principles of the Code of Business Ethics to its relationships with suppliers.

1. Business ethics

➤ Fair treatment

Comexposium adheres to the principle of fairness in its dealings with Suppliers. During a tender process, it provides the same information to all bidders, sets the same deadlines, and evaluates bids according to the same criteria.

Comexposium guarantees transparency and traceability throughout the procurement process, and selects its Suppliers impartially based on predefined, explicit and clear criteria.

For all purchases and tenders, buyers and specifiers must follow the internal procedure regarding gifts and hospitality.

➤ Anti-bribery and influence peddling

Comexposium undertakes to refrain from any form of active or passive bribery, influence peddling, facilitation payments or improper advantages, in accordance with the principles of the Code of Business Ethics.

➤ Terms of payment

Comexposium adheres to the terms of the signed contracts and undertakes to settle invoices no more than 60 days after the end of the month of issue.

➤ Transparency of dialogue and information

Comexposium undertakes to enforce its internal procedure regarding potential conflicts of interest.

Comexposium favours mediation as an alternative dispute resolution method where the conflict cannot be resolved, unless otherwise provided for by law or by the contract between Comexposium and the Supplier.

➤ Confidentiality of information

Comexposium is committed to respecting the confidentiality of technical and commercial information provided by Suppliers. The same applies to Suppliers' proprietary rights and intellectual property rights.

➤ **Economic dependence**

The Group undertakes to avoid any economic dependence between itself and its Suppliers that could jeopardise either party. It therefore undertakes to develop methodologies and action plans to identify such situations and take appropriate measures.

➤ **Promotion of listed suppliers**

Where possible, Comexposium endeavours to give visibility to Suppliers with whom the Group has a listing agreement, in relation to its future purchases falling within the scope of that agreement (upcoming programmes, contacts, etc.).

2. Incorporating CSR into evaluation and selection processes

When reviewing quotes and offers, Comexposium may, depending on the type of service, take into account all cost components by considering the product lifecycle:

- Related logistics costs borne directly by the purchaser (transport, storage, etc.),
- After-sales costs for equivalent services,
- Duration of technical finalisation, including back-and-forth communication,
- Time required for training and skills development,
- Costs of quality and CSR audits,
- Costs of managing the end-of-life of goods.

➤ **Inclusive purchasing**

Comexposium undertakes to consider the Supplier's work inclusion policy one as of its selection criteria. Whenever possible, Comexposium undertakes to work with:

- Businesses from the sheltered and adapted employment sector,
- Back-to-work organisations.

➤ **Environmental protection**

In accordance with the Commitment to Green Growth (*Engagement pour la Croissance Verte* or *ECV* in French) charter, to which Comexposium is a signatory:

- Comexposium undertakes to reduce its consumption of single-use plastic products;
- Comexposium undertakes to organise its events in line with a sustainable development approach. Wherever possible, the Group encourages the pooling of fittings and equipment, the reduction or even elimination of single-use items (giveaways, carpet, signage, etc.) or, failing that, the use of recovery, reuse or recycling channels;

- Comexposium undertakes to calculate and reduce the carbon footprint of its events;
- Comexposium undertakes to contribute to the fight against food waste by donating unsold food to food banks whenever possible.

3. Professionalisation of the purchasing function at Comexposium

- Comexposium undertakes to train specifiers in this charter and in responsible purchasing.
- Comexposium undertakes to promote the principles of this Responsible Purchasing Charter among its own suppliers, and to ensure at every stage that they meet the same requirements.
- Comexposium undertakes to carry out a risk analysis of its procurement categories and its main suppliers and to update this analysis at least once every two years.
- Comexposium undertakes to regularly assess the CSR practices of its main suppliers.

4. Support for the Suppliers

Adopting a responsible approach is a virtuous circle that requires collaboration with and support for suppliers in ensuring the environmental and social quality of their product and service offerings:

- Comexposium is committed to building long-term relationships with Suppliers, with a view to mutual and continuous improvement. It is committed to helping its strategic Suppliers improve their performance if their results fall short of the required standards.
- Comexposium is committed to gathering and heeding feedback from its Suppliers as part of a continuous improvement process, in particular through regular review meetings.

Mutual undertakings

Both parties mutually undertake to:

- 1. Collaborate in a spirit of transparency, trust and mutual respect.**
- 2. Conduct regular and constructive dialogue.**
- 3. Promote lasting and fair business relationships.**
- 4. Ensure the confidentiality of contractual information.**
- 5. Provide clear and accurate information on requirements and expectations.**

SIGNATURE OF RESPONSIBLE PURCHASING CHARTER

I, the undersigned, acting in the name and on behalf of the Company:

in my position as (representative's job title)

registered in (place of company registration)

under company registration number

hereby confirm that:

- I have read and understand Comexposium's Responsible Purchasing Charter, and understand the principles, values and, more generally, the entire content of this Responsible Purchasing Charter, which constitutes a contractual document applicable to all commercial relationships with Comexposium;
- I adhere to its principles and undertake to ensure they are applied within my organisation, and furthermore undertake to promote these principles amongst my subcontractors and potential suppliers;
- I acknowledge that any failure to comply with this Responsible Purchasing Charter by my organisation or persons associated with it may result in its exclusion from the procurement process and, depending on the severity, the termination of existing contractual relationships.

Signed in (place): _____

Date: __/__/____

On behalf of the Company: _____

Signature:
(Name and job title of representative)





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