



Responsible Purchasing Policy

AL TEN GmbH and its affiliated companies are committed to a sustainable purchasing policy based on the 10 principles of the United Nations Global Compact, which our parent company AL TEN Group France (AL TEN S.A.) already committed to comply in 2010.

It forms the basis for a trusting relationship with our suppliers and serves as a guideline for our actions.

With this declaration, AL TEN's suppliers undertake to comply with the principles of the United Nations Global Compact and those of the International Labour Organization as well as all applicable national and international guidelines.

Human Rights

The suppliers of AL TEN GmbH and its affiliated companies will undertake to respect and promote international guidelines relating to Human Rights. In particular, they will ensure that they are not complicit in human rights abuses.

Child labour

The suppliers of AL TEN GmbH and its affiliated companies will contribute to the effective abolition of child labour. They will respect the age limit set in the laws of each country where they operate and, in any case, they undertake, regardless of the country's legislation, to never hire children under the age of 15 years.

Forced and obligatory labour

The suppliers of AL TEN GmbH and its affiliated companies will ensure that they eliminate forced or obligatory labour. Work shall be voluntary and employees shall be free to leave their workstation or to resign on a reasonable cause.

Discriminations

The suppliers of AL TEN GmbH and its affiliated companies will fight for the elimination of any form of discrimination in employment and occupation.

Fight against corruption

The suppliers of AL TEN GmbH and its affiliated companies undertake to fight all forms of corruption, including extortion and bribery.

Health & Safety

The suppliers of AL TEN GmbH and its affiliated companies will ensure their employees an appropriate quality of life and a suitable work environment, in compliance with health and safety local and international regulations.



Remunerations

The suppliers of ALTEN GmbH and its affiliated companies will abide by the national law with respect to minimum wage and equal remuneration.

Working Hours

The suppliers of ALTEN GmbH and its affiliated companies comply with the respective national legal requirements or the minimum standards of the respective national economic sectors. In addition, the relevant core labor standards of the International Labor Organization ILO form the foundation of ALTEN's sustainability requirements.

Freedom of association and collective bargaining

The suppliers of ALTEN GmbH and its affiliated companies will undertake to respect freedom of association and to recognize the right to collective bargaining.

Environment

The suppliers of ALTEN GmbH and its affiliated companies will comply with all prevailing environmental law and regulations. They undertake to exercise caution when dealing with environmental issues. They strive to reduce their environmental footprint, both direct and indirect, by

- developing initiatives in favour of a greater environmental responsibility, promoting eco-design or encouraging the development and distribution of environmentally friendly technologies,
- paying attention to the economical use of energy and raw materials, to the minimization of greenhouse gas emissions, and to the use of renewable resources in all its activities,
- ensuring economical use of water and protection of water quality in all their activities,
- taking into account the prevention of waste, reuse, recycling and the safe, environmentally friendly disposal of residual waste in all their activities,
- ensuring careful handling of chemicals, where appropriate.



Implementation and continuous improvement

This declaration is part of the General Terms and Conditions of Purchase and applies to all suppliers of ALTEN GmbH incl. its affiliated companies.

The suppliers of ALTEN GmbH and its affiliated companies undertake to devote the necessary means to ensure that they respect the principles set out in this Charter, and to pass on these guidelines to their own service providers, including those operating in countries which have not signed up to the conventions of the International Labour Organization.