



SUPPLIER CODE OF CONDUCT

THE FUNDAMENTAL PRINCIPLES THAT IDEMIA EXPECTS ITS SUPPLIERS TO UPHOLD

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1 / INTRODUCTION TO THE CODE

1.1 > PURPOSE

IDEMIA pays special attention to Corporate Social Responsibility (CSR) and recognizes its value in the success of its business and in maintaining the trust of its clients, shareholders, international workforce and other stakeholders. IDEMIA has pledged its support to the Ten Principles of the United Nations Global Compact (UNGC) – the world’s largest corporate citizenship and sustainability initiative, inviting businesses worldwide to align their operations and strategies with ten universally accepted principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

The purpose of this Supplier Code of Conduct is to convey IDEMIA’s expectations of its suppliers and sub-contractors. It is intended to complement the IDEMIA Ethics Charter, the ethical framework within which IDEMIA conducts its business. The expectations laid out herein are the minimum standards of behavior and practices IDEMIA asks of its suppliers.

Suppliers are required to adhere to and comply with the principles set out in this Supplier Code of Conduct and acceptance forms part of the contractual provisions entered into with IDEMIA. Where a supplier has its own rules of conduct the supplier must demonstrate to IDEMIA that its rules are not in conflict with this Code.

The IDEMIA Supplier Code of Conduct is available to download from the IDEMIA website at <https://www.idemia.com/partnering-value>

1.2 > IMPLEMENTATION

IDEMIA will work with its suppliers on the implementation of its Supplier Code of Conduct which is applicable to all suppliers and sub-contractors who provide products or services to IDEMIA. Suppliers are expected to confirm their willingness to observe, respect and apply these fundamental principles and are encouraged to promote good corporate citizenship within their own supply chains.

Confirmation of compliance with this Supplier Code of Conduct is a formal requirement, helping to inform sourcing decision making, supporting the contract process and assisting IDEMIA in monitoring suppliers’ corporate responsibility accomplishments to ensure harmony with its own CSR strategy and commitments. IDEMIA has committed to performing an annual assessment of its suppliers’ CSR performance via an online portal, with analysis by third party assessors.

Suppliers should provide all of the information or data required by the provisions of this Code and IDEMIA may visit suppliers’ facilities, with notice, to assess compliance with this Code. Should IDEMIA identify, through assessment, reviews or audit, or be made aware of through other means a supplier’s non-conformity with the principles laid out in this Code IDEMIA has the right to request corrective actions for timely correction of deficiencies. Failure to rectify non-conformities within the agreed time limit, or continued breach of the Code may result in IDEMIA terminating the contract with this supplier.

2 / ETHICAL BUSINESS PRACTICES

2.1 > LAWS AND REGULATIONS

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA respects the laws of the countries in which it operates and expects employees to ensure compliance with legislation such as that governing the fight against corruption, competition, export and re-export control, labour and employment, safety, health and environmental protection, intellectual property and data protection.</p>	<p>Suppliers are expected to operate ethically, responsibly and in full compliance with all applicable laws and regulations.</p>

2.2 > ANTI-CORRUPTION AND BRIBERY

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA has a zero tolerance approach to practices which contravene international trading conventions regarding corruption and bribery.</p> <p>Integrity in preventing the risk of corruption is paramount and non-negotiable for IDEMIA, even in the event that it leads to the waiving of contracts or loss of business.</p>	<p>Suppliers are expected to uphold the highest standards of integrity in all business interactions. Suppliers are expected to have a zero tolerance approach to any and all forms of bribery, corruption, extortion and embezzlement, in full compliance with all applicable anti-corruption conventions, laws and regulations.</p> <p>All supplier business dealings must be transparently performed and accurately reflected on the supplier's business books and records. Monitoring and enforcement procedures must be implemented to ensure compliance with anti-corruption laws.</p>

2.3 > FAIR COMPETITION

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA competes on the basis of its products, solutions and services, without the need to restrict or negatively impact competition.</p>	<p>Suppliers are expected to uphold standards of fair business, advertising and competition. Suppliers must compete on the merits of their products, solutions and services and must not conclude agreements with competitors to unlawfully restrain trade and competition.</p> <p>Suppliers must not make unfair, misleading or inaccurate comparisons with competitors' products, solutions and services, nor comments on competitors' character, financial condition, or potential legal or regulatory problems.</p>

2.4 > NO IMPROPER ADVANTAGE

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA does not engage in the giving or acceptance of business incentives such as gifts and invitations to customers or received from suppliers and other partners, unless they are of nominal value and can be demonstrated to have the sole intention of consolidating brand image and/or maintaining good business relationships. Such giving or acceptance cannot influence or give the impression of influencing a commercial decision. IDEMIA acknowledges that such actions are strictly prohibited by law in certain countries or under certain conditions.</p>	<p>Suppliers must not promise, offer, authorize, give or accept bribes or other means of obtaining undue or improper advantage. This prohibition covers promising, offering, authorizing, giving or accepting anything in excess of nominal value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.</p> <p>Improper gains refer to bribes, product bonuses, special fringe benefits, unusual price breaks, gratuities and other windfalls designed to ultimately benefit the outside firm, the employee, or both.</p> <p>Suppliers must not, directly or indirectly, promise, offer or make payment in money or</p>

	<p>anything of value to any government official or political party with the intent to obtain or maintain business, or any unfair competitive advantage, or to improperly influence government decision.</p> <p>Suppliers must, using all reasonable means, engage only reputable, qualified individuals or firms as consultants, agents, representatives under compensation arrangements that are reasonable in relation to the services performed.</p>
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2.5 > COMPLIANCE WITH EXPORT CONTROL AND IMPORT LAWS

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA complies with all applicable regulations on export controls and re-export of products to third countries. IDEMIA recognizes that the implementation of these regulations requires special vigilance.</p> <p>IDEMIA does not accept any import or export from or to countries subject to sanctions (i.e. economic or trade sanctions adopted, administered or imposed by the UN Security Council, Authorities of the United States or the European Union).</p>	<p>Suppliers must not import from or export to countries subject to country-wide sanctions (i.e. international economic or trade sanctions adopted, administered or enforced by the United Nations Security Council, Authorities of the United States or the European Union).</p> <p>Suppliers must not import from or export to certain individuals or organizations with which contact is prohibited by the United Nations Security Council, Authorities of the United States or the European Union.</p>

2.6 > DISCLOSURE OF INFORMATION

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA is committed to ensuring that information provided to its customers and other stakeholders is useful, accurate, honest</p>	<p>Information regarding the supplier's labor, health and safety, environmental practices, business activities, structure, financial situation and performance must be disclosed in</p>

<p>and precisely collected by appropriate means in compliance with the law.</p> <p>IDEMIA communicates openly about its operations, without compromising the confidentiality of company-owned information.</p>	<p>accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable to IDEMIA.</p>
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2.7 > INTELLECTUAL PROPERTY AND DATA

IDEMIA Principles:	Expectations of Suppliers:
<p>The protection of data is at the heart of IDEMIA's business.</p> <p>IDEMIA preserves the confidentiality of company information, by applying the company's policies, procedures and contractual arrangements for the identification, use, retention, protection and disclosure of such information, in accordance with applicable legislation.</p>	<p>Suppliers must respect and protect the intellectual property rights of IDEMIA and any third parties (including but not limited to software, patents, invention, design, documentation) in particular by forbidding the copy, use or disclosure of such intellectual property rights without prior authorization. The transfer of technology and know-how is to be done in a manner that protects intellectual property rights.</p> <p>Suppliers are expected to maintain adequate security standards and safeguards to ensure that data provided to the supplier by IDEMIA is held securely, used appropriately, transported and destroyed in strict compliance with IDEMIA's requirements and relevant laws. Data must not be disclosed, made available or used for any purposes other than those specified by IDEMIA.</p>

2.8 > CONFLICTS OF INTEREST

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA has a responsibility to its shareholders, employees and other stakeholders to make decisions solely in the</p>	<p>Suppliers must make IDEMIA aware of any potential conflicts of interest as soon as they are known.</p>

best interests of the company. Employees are expected to avoid situations in which their loyalty is, or could be, undermined.

2.9 > MINERALS SOURCING

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA chooses products and services that contribute to the long-term well-being of its business.</p> <p>IDEMIA is committed to purchasing materials that have been produced in a fair and reliable manner, in compliance with all applicable legislation and consistent with the Ten Principles of the UN Global Compact.</p> <p>IDEMIA's Conflict Minerals Policy is available on its website. It seeks to ensure that metals present in IDEMIA's products do not directly or indirectly link to the financing of armed conflicts.</p> <p>IDEMIA is committed to providing its customers with the data necessary to facilitate their reporting in line with obligations under the law.</p>	<p>Suppliers are encouraged to develop a conflict minerals policy and due diligence measures with reference to OECD guidelines that will enable IDEMIA to reasonably assure that products and components supplied to IDEMIA containing 3TG are "Conflict-Free". Material supplied to IDEMIA should originate from responsible smelters from which the processing of minerals does not directly or indirectly finance armed groups in regions with high risks, which include areas associated with conflict, worst forms of child labor, forced labor and human trafficking, gross human rights violations, or other reasonably objective high risk activities, including severe health and safety risks and negative environmental impacts.</p> <p>Suppliers' due diligence of their mineral supply chain should include, where applicable, completion of the Responsible Minerals Initiative (RMI) conflict minerals reporting template, in its most recently published version. IDEMIA will request this reporting template at minimum once a year. Suppliers are expected to notify IDEMIA of any updates or amendments to their RMI conflict minerals report in a timely manner, and to co-operate with IDEMIA in regard to identified discrepancies in the report.</p>

3 / SOCIAL RESPONSIBILITY

3.1 > HUMAN RIGHTS

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA believes in the fundamental dignity of every human being and respect for individual and collective rights, according to the Universal Declaration of Human Rights.</p> <p>IDEMIA is committed to working with suppliers that support and respect the protection of human rights.</p>	<p>Suppliers are expected to uphold the rights of workers and treat them with respect, security, dignity, fairness, privacy and equality, as recognized by the Ten Principles of the UN Global Compact, and in accordance with the Universal Declaration of Human Rights and its subsequent changes.</p> <p>This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.</p>

3.2 > CHILD LABOR

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA categorically condemns the exploitation of children through work. IDEMIA undertakes not to exploit any child in the course of its activities, directly or indirectly, and does not employ any person below the minimum legal age established by local law.</p> <p>IDEMIA specifically excludes suppliers that do not comply with child labor law.</p>	<p>Child labor is strictly prohibited. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.</p> <p>Suppliers are expected to ensure that workers above the age of 15 who have not completed compulsory schooling do not undertake work which interferes with the completion of their education. Suppliers must commit to not allowing young workers under the age of 18 to work overtime, at night, or to undertake hazardous duties.</p> <p>The use of legitimate workplace learning programs, which comply with all laws and</p>

	<p>regulations, is supported. Suppliers must ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Suppliers must provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.</p> <p>Suppliers must conduct their labor practices in strict compliance with International Labor Organization (ILO) Conventions No.138 (Minimum Age for Admissions to Employment and Work) and No.182 (Worst Forms of Child Labor).</p>
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3.3 > FORCED AND IRREGULAR LABOR

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA categorically condemns the use of forced and irregular labor and believes that all employment should be freely chosen.</p> <p>IDEMIA is committed to meeting all applicable legal obligations in respect of slavery and human trafficking.</p>	<p>Suppliers must not use forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.</p> <p>Suppliers must not place unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities.</p> <p>As part of the hiring process, suppliers must provide workers with a written employment agreement in their native language that</p>

	<p>contains a description of terms and conditions of employment, and where applicable this must be made accessible prior to the worker departing from his or her country of origin.</p> <p>All work must be voluntary and workers must be free to leave work at any time or terminate their employment.</p> <p>The supplier's employers and agents must not hold or otherwise destroy, conceal, confiscate or deny access by employees to employees' identity or immigration documents, such as government-issued identification, passports or work permits, unless the holding of such documents is required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, the monies shall be repaid to the worker.</p> <p>All hiring of employees by the supplier must be under regular employment contracts in accordance with the laws applicable. Suppliers must not tolerate any form of irregular work. All use of temporary, dispatch and outsourced labor must be within the limits of the local law and must not be used by suppliers to avoid their statutory responsibilities as an employer.</p> <p>Suppliers are expected to understand and act upon any applicable legal obligations in respect of slavery and human trafficking and to be cooperative of IDEMIA's efforts to ensure its own compliance.</p>
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3.4 > FAIR REMUNERATION

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA remunerates its employees fairly according to skill, contribution and performance and in order that they can meet their basic needs.</p>	<p>Compensation paid to workers must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Remuneration must meet workers' basic needs. Suppliers must pay employees in a timely manner and clearly convey the basis on which employees are being paid, as with all other terms and conditions of the employee contract, in a language understood by the employee. In compliance with local laws, workers must be compensated for overtime at pay rates greater than regular hourly rates. Neither payment in kind, nor deductions from wages as a disciplinary measure will be permitted. For each pay period, workers must be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.</p>

3.5 > WORKING HOURS

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA respects its employees' right to work reasonable hours in line with legal maximums.</p>	<p>Standard working hours must not exceed legal limits and overtime must not exceed the maximum set by internationally recognized standards such as ILO convention 1, or by local law. Suppliers are expected to grant their employees the right to paid vacation, leave periods and holidays consistent with applicable laws and regulations. Workers must be allowed at least one day off every seven days. Overtime must be voluntary, must not be</p>

	demanded on a regular basis and must always be compensated at a premium rate.
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3.6 > FREEDOM OF ASSOCIATION

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA complies with the laws and regulations related to trade union activity. IDEMIA respects the freedom of association of its employees, encourages direct dialogue between employees and management, and creates work environments in which free speech, the sharing of opinions, creativity and innovation is welcomed.</p>	<p>Suppliers are expected to respect the right of employees to associate freely, form and join employees' organizations of their own choosing, seek representation, bargain collectively, engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Suppliers must not discriminate against employees on the basis of union membership and must provide a working environment in which free discussion respects the opinions of all employees, without fear of reprisal, discrimination, intimidation or harassment.</p>

3.7 > ANTI-DISCRIMINATION

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA does not discriminate at any level, whether by race, sex, age, religious beliefs, political or philosophical convictions, union membership or any legally protected characteristics.</p> <p>IDEMIA recruits, selects, trains, encourages and pays its employees based on merit, experience and other work-related criteria.</p>	<p>Suppliers must not discriminate against any employee on the basis of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline and termination.</p>

	Workers or potential workers must not be subjected to medical tests or physical exams that could be used in a discriminatory way.
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3.8 > HUMANE TREATMENT

IDEMIA Principles:	Expectations of Suppliers:
Actual or threatened workplace violence, abuse or harassment is strictly prohibited at IDEMIA. This applies to employees at their regular place of work or wherever their duties for IDEMIA take them.	Suppliers must not tolerate harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers under any circumstance; nor should the threat of any such treatment be tolerated. Disciplinary policies and procedures in support of these requirements must be clearly defined and communicated to workers.

3.9 > HEALTH AND SAFETY

IDEMIA Principles:	Expectations of Suppliers:
<p>IDEMIA has a genuine concern for the health, safety and wellbeing of its global workforce.</p> <p>IDEMIA believes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment that protects its people, customers, partners and local communities enhances the quality of products and services, consistency of production and worker retention and morale.</p> <p>IDEMIA is committed to respecting all applicable health and safety laws and regulations.</p>	<p>Suppliers are expected to create safe working conditions and a healthy work environment for their employees, and to prevent occupational injuries in compliance with all applicable health and safety legislation. Suppliers are required to implement a Health and Safety Management System in accordance with OSHAS 18001 and the ILO Guidelines on Occupational Safety and Health or similar.</p> <p>Suppliers are encouraged to adopt a zero tolerance approach to negligent behaviour that puts at risk the health and safety of the employee or any other person.</p>

<p>IDEMIA promotes the ILO Standards on Occupational Health & Safety.</p>	<p>Workers should be encouraged to raise safety concerns.</p> <p>3.9.1 > Occupational Safety</p> <p>Worker exposure to potential safety hazards must be controlled. If hazards cannot be controlled adequately, workers must be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards.</p> <p>3.9.2 > Emergency Preparedness</p> <p>Suppliers are expected to identify and assess potential emergency situations and events, and to minimize their impact through emergency plans and response procedures.</p> <p>3.9.3 > Occupational Injury and Illness</p> <p>Suppliers are expected to prevent, manage, track and report occupational injury and illness, to investigate cases and implement corrective actions.</p> <p>3.9.4 > Industrial Hygiene</p> <p>Worker exposure to chemical, biological and physical agents must be identified, evaluated, and controlled. If hazards cannot be adequately controlled, workers must be provided with and trained to use appropriate personal protective equipment.</p> <p>3.9.5 > Physically Demanding Work</p> <p>Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or</p>
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	<p>forceful assembly tasks must be identified, evaluated and controlled.</p> <p>3.9.6 > Machine Safeguarding</p> <p>Production and other machinery must be evaluated for safety hazards. Physical guards, interlocks and barriers must be provided and properly maintained where machinery presents an injury hazard to workers.</p> <p>3.9.7 > Sanitation, Food and Housing</p> <p>Workers must be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories must be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space along with reasonable entry and exit privileges.</p> <p>3.9.8 > Health and Safety Communication</p> <p>IDEMIA encourages suppliers to recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.</p> <p>Suppliers are encouraged to provide workers with appropriate workplace health and safety training in their primary language and to post health and safety related information in the suppliers' facilities.</p>
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3.10 > COMMUNITY INVOLVEMENT

IDEMIA Principles:	Expectations of Suppliers:
IDEMIA strives to build positive relationships with the communities in which it lives and works, through a series of outreach and engagement programs for the benefit of society.	Suppliers are encouraged to engage with its local communities in a similar way and to seek opportunities to have a positive impact in all its localities.

4 / ENVIRONMENTAL PROTECTION

4.1 > RESPECT FOR THE ENVIRONMENT

IDEMIA Principles:	Expectations of Suppliers:
<p>In accordance with the Ten Principles of the UN Global Compact, IDEMIA is committed to:</p> <ul style="list-style-type: none"> • Supporting a precautionary approach to environmental challenges; • Undertaking initiatives to promote greater environmental responsibility; • Encouraging the development and diffusion of environmentally friendly technologies. <p>IDEMIA respects the letter and spirit of all applicable environmental laws and integrates environmental considerations into its operational practices.</p> <p>IDEMIA is committed to working with suppliers taking the lead in promoting greater environmental responsibility.</p>	<p>Suppliers are expected to apply the environmental principles of the UN Global Compact. Suppliers should strive to minimize the adverse environmental impacts of their products and services and are strongly encouraged to implement an environmental management system according to ISO14001 or similar.</p> <p>4.1.1 > Hazardous Substances</p> <p>Suppliers are expected to comply with all relevant laws, regulations and customer requirements prohibiting or restricting the use or handling of specific substances, including labelling for recycling and disposal.</p> <p>Chemical and other materials posing a hazard if released to the environment must be preferably avoided, or minimized. If used they must be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal. Workers must be given training and personal protective equipment for the handling of hazardous substances.</p> <p>4.1.2 > Packaging</p> <p>Suppliers must ensure that packaging sent to IDEMIA is compliant with all applicable environmental laws such as, but not limited to, Directive 94/62/EC on Packaging and Packaging Waste.</p>

	<p>4.1.3 > Solid Waste and Wastewater</p> <p>Suppliers are expected to identify, monitor, control and treat wastewater and solid waste generated from operations, industrial processes and sanitation facilities prior to discharge or disposal.</p> <p>4.1.4 > Air Emissions</p> <p>Air emissions of volatile organic compounds, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations must be monitored, controlled and treated as required prior to discharge. Air emissions should be avoided or minimized.</p> <p>4.1.5 > Environmental Permits and Recording</p> <p>Suppliers are expected to obtain, maintain and keep current all required environmental permits and should meet the reporting requirements of such permits.</p> <p>4.1.6 > Pollution Prevention and Control</p> <p>Suppliers must endeavour to reduce or eliminate waste and emissions and to reduce the consumption of raw materials.</p> <p>4.1.7 > Energy Consumption and CO2 Emissions</p> <p>Suppliers are expected to track and document energy consumption and greenhouse gas emissions. Energy efficiency is encouraged.</p> <p>4.1.8 > Noise Management</p>
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	<p>Suppliers are expected to identify, control, monitor and reduce noise generated by the facility that affects boundary noise levels.</p> <p>4.1.9 > Environmental Legislation</p> <p>Suppliers are expected to comply with all applicable environmental legislation in regard to their operation and their products. Suppliers are asked to co-operate with IDEMIA by providing evidence upon request, at minimum once a year, of compliance with environmental regulations such as, but not limited to, EU Regulation EC/1907/2006 REACH, EU Directive 2011/65/EU RoHS and WEEE Directive 2012/19/EU.</p>
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5 / REPORTING WRONGDOING

IDEMIA is committed to conducting its business activities with the highest ethical standards and has developed a Whistleblowing Policy and reporting procedure to encourage the sharing of actual or potential ethical concerns.

Suppliers are responsible for the prompt reporting of actual or suspected violations of laws, the IDEMIA Supplier Code of Conduct, and/or any contractual relationship with IDEMIA. This includes violations by any employee or agent acting on behalf of either the supplier or IDEMIA. Concerns may be raised online, via telephone or by postal mail.

IDEMIA assures suppliers that any reported concerns or suspicions about malpractice or unacceptable behavior will be treated seriously, without the risk of unfavorable treatment and unless prohibited by law, confidentially and anonymously.

IDEMIA encourages suppliers to implement their own confidential and anonymous means for employees and other stakeholders to raise grievances or concerns related to the supplier's organization, operations and practices.

6 / SUPPLIER COMMITMENT

Upon receipt of this IDEMIA Supplier Code of Conduct, all suppliers must sign and return to IDEMIA the commitment below.

Agreement to the principles of IDEMIA's Supplier Code of Conduct

Supplier Company Name			
Address			
Contact for Supplier Code of Conduct		Tel	
Position/Title		Email	

The supplier has read and acknowledges the fundamental principles set out in the IDEMIA Supplier Code of Conduct and will take steps to ensure that conduct within its own organization, and wherever possible within its sphere of influence, is consistent with the expectations of the IDEMIA Code of Conduct.

The supplier understands that he may be assessed by IDEMIA against the principles set out within the Code.

Effective date:

Signature:

Company stamp:

7 / REFERENCES

IDEMIA consulted the following references in preparation of this Supplier Code of Conduct.

Universal Declaration of Human Rights
<http://www.un.org/en/documents/udhr/>

International Labor Organization – Codes of Practices
<http://www.ilo.org/global/topics/lang--en/index.htm>

International Labor Organization – Labor Standards
<http://www.ilo.org/global/standards/lang--en/index.htm>

United Nations Global Compact
<http://www.unglobalcompact.org/>

United Nations Convention against Corruption
<http://www.un.org/en/>

Social Accountability International (SAI)
www.sa-intl.org

Ethical Trading Initiative
www.ethicaltrade.org

OECD Guidelines for Multinational Enterprises
<http://www.oecd.org>

Electronic Industry Code of Conduct
http://www.eiccoalition.org/media/docs/EICCCodeofConduct5_English.pdf

ISO14001
<http://www.iso.org/iso/home.html>

Eco Management and Audit System
<http://www.quality.co.uk/emas.htm>

OHSAS 18001
<http://www.bsigroup.com/en/>

US Securities and Exchange Commission – Dodd-Frank Act (Conflict Materials)
<http://www.sec.gov/>

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
<http://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>

Conflict Free Sourcing Initiative
<http://www.conflictreesourcing.org/>

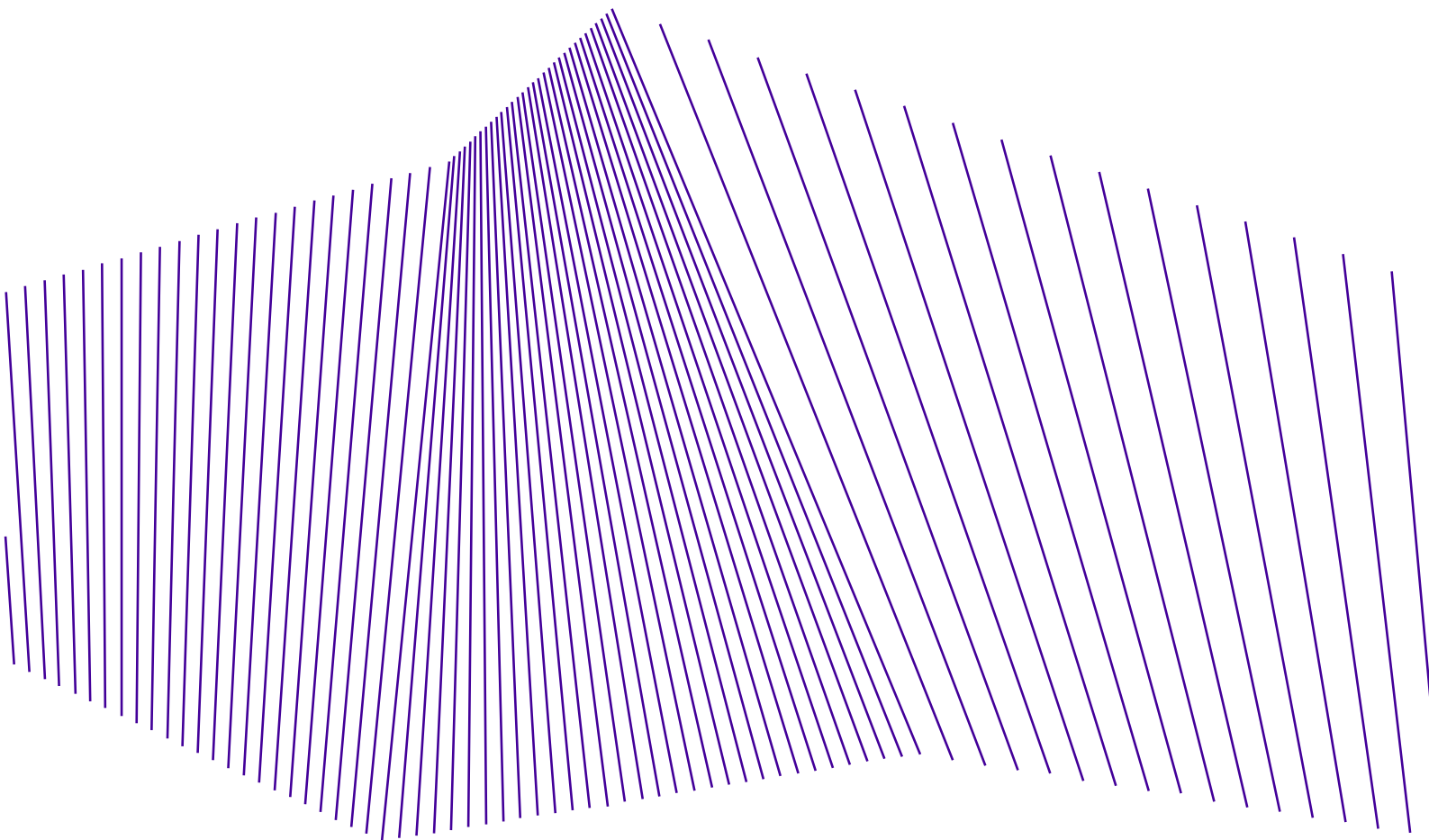
UK Modern Slavery Act 2015
<http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

California Transparency in Supply Chains Act 2010
<https://oag.ca.gov/sites/all/files/agweb/pdfs/sb657/resource-guide.pdf>

USA Foreign Corrupt Practices Act ou « FCPA
<http://www.justice.gov/criminal/fraud/fcpa/docs/fcpa-english.pdf>

UK The UK Bribery Act
http://www.legislation.gov.uk/ukpga/2010/23/pdfs/ukpga_20100023_en.pdf

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