



# **FOURNIER'S SUPPLIERS CODE OF CONDUCT**

Fournier is one of the leading French manufacturers and sellers of made-to-measure kitchens, bathrooms and storage units.

Fully aware of our responsibility to our customers, shareholders and employees, we wish to ensure compliance by our suppliers with the ethical standards which underpin our activities. It is for this reason that Fournier has formalised a **Supplier Code of Conduct**, setting out the principles to be applied in all its business relations.



## FUNDAMENTAL PRINCIPLES

Fournier wishes to see its suppliers proactively engaging by adhering to the Supplier Code of Conduct (referred to herein as the “Code”). This Code is based on compliance with and promotion of fundamental international principles, notably the Universal Declaration of Human Rights and the Declaration by the International Labour Organization (ILO) on fundamental rights at work. It has been drawn up with reference to the ten principles set out in the United Nations Global Compact<sup>1</sup>.

Fournier wishes to form relationships of trust and loyalty with its Suppliers, which will help to ensure mutual success and can only be based on exemplary commercial practices, respectful of ethics and the law, in particular as set out in this document.

The provisions of this Code establish our expectations of the Supplier and any sub-contractors they may use, with whom Fournier conducts its business.

### Compliance with laws and regulations in the workplace

Each Supplier must ensure compliance with the laws in force in its country of registration and those of the countries in which the production sites are located.

Fournier expects the Supplier to comply with the requirements of this Code or, where they are stricter, with all laws and regulations applicable in the jurisdictions in which the Supplier conducts its activities.

It must not, in particular, undertake any activity, behaviour, agreement or partnership involving or potentially involving Fournier or any of its employees, directly or indirectly, in any unlawful practice, damaging the image of Fournier.

Compliance with the standards provided for in this Code is a dynamic process, and Fournier encourages Suppliers to continuously improve their activities.

The Supplier must integrate procedures into the global functioning of its business relating to the environment, occupational health, human rights and working conditions.

The Supplier must ensure effective management of these procedures, including:

- establishment of adequate procedures, and appropriate objectives, tools and indicators,
- regular performance evaluation,
- monitoring of action plans and associated schedules.

### Continuous improvement

<sup>1</sup> References:

International Labour Organization: <http://www.ilo.org>

United Nations Conventions and Universal Declaration of Human Rights: <http://www.un.org>

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

## Commitment to anti-corruption

Relations between Fournier and its Suppliers are based on transparency and honesty.

The Supplier undertakes not to offer employees of the Fournier Group any sum of money, gift, loan or discount (with the exception of promotional gifts or presents of reasonable value, and subject to compliance with all applicable laws, regulations and rules) which may influence the behaviour of employees in the accomplishment of their duties within the company. The purchase of goods or services on behalf of Fournier must not provide employees or their family or friends with any remission or drawback in a personal capacity, other than those explicitly authorised by the Top Management of the Fournier Group.

In the event of attempted bribery by a Supplier, the affected person must immediately refer the matter to their line manager. This constitutes grounds for non-selection of the supplier, or for termination of contract after investigation.

Laundering involves facilitating fraudulent justification of the origin of goods or income held by someone having committed an offence and having unlawfully profited from it. The launderer attempts to disguise the proceeds of their offence through ordinary commercial dealings with the company, which thereby finds itself complicit in the laundering.

Fournier's suppliers and sub-contractors undertake to comply with all laws and regulations, and must not be involved in or assist any money laundering operations.

## Money laundering

## Conflicts of interest

A conflict of interest is a professional situation in which the powers of decision or assessment held by a Fournier employee may be influenced or altered in terms of their independence or integrity by personal considerations.

Any familiarity or personal link between the Supplier and people involved in the purchasing process or likely to influence the sale of products or services to the Fournier Group is therefore to be avoided.

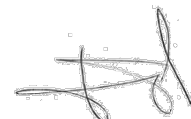
The Supplier is required to inform Fournier of any situation which could potentially be considered as a conflict of interest and to notify Fournier when an employee of Fournier or a professional under contract with Fournier may have any kind of interest in the Supplier's business or any financial links whatsoever with the latter.



Philippe Croset  
Managing Director



Eric SCHULER  
Purchasing Director



Christian FARAT  
Quality & Environment Director

## COMPLIANCE WITH THE CODE OF CONDUCT

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The Supplier authorises Fournier or a third party to check compliance with this Code of Conduct by means of on-site evaluations, and undertakes to implement remedial actions when necessary, within a deadline determined with each of the parties.

The Supplier hereby declares that it shall encourage its own Suppliers to comply with ethical standards, human rights, and standards related to occupational safety and the environment within the framework of their contractual obligations.

The supplier further declares being responsible for controlling its own supply chain. Any infringement of the obligations contained in the Supplier Code of Conduct will be considered as a serious breach of contract by the Supplier and will have a direct impact on the Supplier's ability to continue its dealings with Fournier.

Company name:

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Name and job title:

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Date and location :

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Signature :

Company stamp/seal :

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This document must be signed by a legal representative of the Supplier and returned to the requesting Fournier buyer.