

	TSG GROUP	Reviewed	December 2022
		Scope	All TSG Group employees
Group Policies & Procedures	Responsible Procurement Policy	Issued by	Group CSRD

At TSG, we recognise our responsibility to contribute effectively to the development of sustainable mobility, by enabling the energy transition for mobility. By actioning this strategy, we aim to create a long-term value proposition for our stakeholders, leading a business that upholds a high level of social and environmental performance to participate in the fight against climate change.

TSG's reputation as a responsible services provider has been built on strong fundamental principles: to consistently meet the exacting demands and expectations of our customers, whilst maintaining health and safety compliance and adhering to environmental regulations and legislation. And we believe that an important part stands in managing a responsible supply chain.

TSG's commitment to Responsible Procurement is part of several TSG policies: TSG Ethical Code of Conduct (TECC), TSG Sustainability Roadmap, TSG Suppliers Code of Conduct and TSG working conditions policy. All these policies have a dedicated section that focuses on our ambition to build a long-term, sustainable and profitable business that respects people and the environment all over our supplychain.

Today, as the world faces unparalleled environmental challenges, TSG wants to set a precedence by highlighting the importance of a responsible supply chain in all of its operations, specifying a dedicated policy applicable to each TSG entity.

Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing highest standards of economic, social, ethical, and environmental practices
- Identifying and moderating risks associated with our procurement process
- Communicating TSG Sustainable Procurement Policy with stakeholders (internal and external) and raising awareness among our suppliers, in accordance with our commitment to the highest standards.

We expect our suppliers to respect the same standards in their business operations, including, but not limited to:

Environment

- Comply and adhere to all the applicable environmental laws in respective countries.
- Undertake initiatives to promote greater environmental responsibility such as: Responsible waste management and disposal – Reduction of greenhouse gas and other emissions harmful to the environment – Conservation of non-renewable natural Resources Business.
- Agree on providing any information regarding carbon footprint calculation.
- Take initiatives to reduce its own carbon footprint and to propose lower emissions alternatives solutions and business offers for the benefit of TSG customers.

Ethics

- Obey all relevant international and domestic laws regarding ethical business practices.
- Demonstrate existence of procedures to prevent: – Money laundering – Fraud, bribery, corruption – Conflicts of interest – Data security issues.

Labour and Human Rights

- Comply with all applicable laws, in accordance with the principles of the International Labour Organization, the UN Global Compact and the UN Universal Declaration of Human Rights.

- Prohibit slavery and the use of forced, bonded, or child labour across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.
- Provide employees with a living wage, at a minimum.

Health and Safety

- provide a safe and healthy working environment.
- Comply and implement all local and national applicable regulations regarding workers' Health and Protection
- Agree and comply to TSG Suppliers Code of Conduct and all TSG and TSG's customers health and safety rules and processes, including recommendations provided by TSG suppliers' selection process.

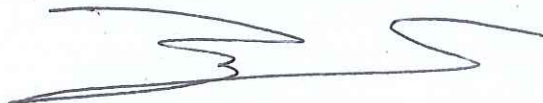
We understand that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable.

For detailed guidelines on supplier sustainability, please refer to TSG Supplier Code of Conduct.

By settling its Responsible Procurement Policy, TSG aims to raise the awareness of its suppliers on corporate and social responsibility.

The implementation of the TSG Global Responsible Procurement will be the responsibility of the TSG management teams, starting with the executives, supported by CSR/HSE/HR and legal teams.

This TSG global Sustainable Procurement Policy is available to the public as part of the TSG corporate and social responsibility commitments.



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