



Candriam Supplier Code of Conduct

Candriam

<p>Supplier Code of Conduct</p> <p>02/10/2023</p>

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03				



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1. Introduction

Candriam views its Suppliers as partners in its success as a company. This Candriam Supplier Code of Conduct (“Supplier Code”) serves as a tool for promoting ethical, legal, and responsible behavior among Suppliers, minimizing risks, and contributing to a more sustainable and transparent supply chain. It aligns the practices of Suppliers with the values and expectations of Candriam, ultimately benefiting all stakeholders involved.

This Supplier Code applies to any organization, including their subcontractors, that contracts with Candriam to provide it with goods or services.

1.1. Principles

Candriam expects its Suppliers to support its commitment to doing not only what is ethical for business, but also what is ethical for people, and the communities in which they live and work.

This Supplier Code outlines Candriam’s expectations about its Suppliers. A Supplier’s contract with Candriam may contain provisions addressing some of these same issues.

Suppliers are expected to be aware of, understand and build processes to comply with applicable laws in jurisdictions where it operates or conducts business. Where the provisions of law and this Supplier Code address the same subject, to the extent legally permitted, Suppliers should apply the provision which furthers the intent of this Supplier Code to the greater degree.

Every Supplier is expected to meet these standards in connection with the operations of its business. Suppliers must establish and enforce policies which comply and align with the expectations of this Supplier Code. Suppliers are also expected to apply comparable standards downstream in their own supply chains.

Violations of this Supplier Code are taken seriously by Candriam and may result in partially or totally suspending the business relationship with the Supplier or any other actions such as asking the Supplier to audit its own organization or its supply chain and to report on its findings; recommending or requiring corrective-action plans; or making the Supplier a nonpreferred Supplier. In some cases (severity or persistence of issues), the contract with the Supplier may be terminated without paying any compensation and/or outstanding remuneration.



2. Human Rights

2.1. Overview

Candriam is committed to supporting the protection and advancement of human and social rights in its business and throughout its supply chain. Candriam strives to conduct its business operations in ways that seek to respect, protect and promote the full range of human rights, such as those described in the United Nations Universal Declaration of Human Rights. Candriam's position on this is reflected in its Statement on Human Rights, which is published on Candriam's web site. Candriam is committed to fair working conditions and equal treatment and opportunities for all

The Supplier must conduct all its operations in a socially responsible, non-discriminatory manner and in full compliance with applicable laws including, but not limited to, those associated with Child Labor, Forced or Compulsory Labor, Equal Opportunity, Non-discrimination, Harassment-free work, Working Hours, Compensation, Freedom of Association, Collective Bargaining and Harassment Free Work.

2.2. Prevention of Child and Forced Labor & Ensuring Fair Treatment

Candriam does not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, harassment, abuse, or involuntary servitude of any worker.

Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any employees. Practices such as payment of fees for employment, withholding of passports, wages or personal property, forced overtime, etc. are not acceptable.

2.3. Non-Discrimination & Fairness

Candriam expects its suppliers to ensure equal treatment and opportunities for all, in an overall spirit of non-discrimination and fairness. The Supplier acknowledges that Candriam considers diversity, equity and inclusion as a high priority for its workforce and sub-contractors. As such, the Supplier further acknowledges that Candriam expects the Supplier (and its Subcontractors) to engage a team that reflects these principles in the execution of the Services through a strategy that is inclusive of diverse groups, including without limitation, minorities, women and disabled people (individually and collectively, "Diversity Groups"). Candriam may request, at any time, that the Supplier provides information on its initiatives towards achieving diversity, equity, and inclusion objectives and reserves the right to request the Supplier to furnish comprehensive information regarding its ongoing initiatives aimed at promoting and advancing diversity, equity, and inclusion, as well as its commitment to preventing discrimination in all aspects of its operations.



2.4. Health & Safety

Candriam takes health and safety seriously and aims to create an office environment that is both pleasant and safe to work in for its employees and visitors. Similarly, Candriam expects its Suppliers to provide a safe and healthy workplace for their employees in compliance with all applicable regulations and laws, and to integrate quality into their business processes. Suppliers must comply with all applicable health, safety, environmental and quality regulations. Suppliers must provide with proper training and equipment to prevent accidents and injuries. Suppliers must handle hazardous materials and waste responsibly, adhering to environmental regulations. All required permits, licenses, and registrations must be obtained, followed, and kept current.

2.5. Freedom of Association, Working Hours, Wages and Benefits

Suppliers are expected to allow freedom of association of their employees and recognize the right to collective bargaining as a means to resolve issues. Compensation shall be in compliance with all laws; employees are expected to be paid a fair wage for work performed, have reasonable work hours, and receive proper remuneration for all overtime hours worked. Suppliers shall comply with all applicable employment non-discrimination laws. In addition, Candriam expects its Suppliers to operate in a manner that is at least consistent with the applicable principles described in the Candriam Human Rights Policy.

3. Environmental Sustainability

Recognizing the importance of the climate challenge, Candriam has a climate strategy in place which covers both its investments and its operational value chain. We support the transition to a low-carbon economy through policies, activities, products and services that seek to mitigate climate risks and capitalize on environmental opportunities. Candriam's climate policy is published on its website. We expect suppliers to have in place a climate strategy and to support relevant net zero initiatives related to their sector.

Suppliers are required to comply with all applicable environmental laws, regulations, and standards in the jurisdictions where they operate.. We expect suppliers to properly manage their overall environmental impacts including use of resources and waste.

4. Governance

Ensuring the above guiding principles are embedded in our supply chain is important to Candriam. Suppliers are expected to adopt or establish a management system



covering these standards. Monitoring of performance and setting of goals or targets is required for any program to be effective. In the spirit of continuous improvement, we are committed to working with and supporting our Suppliers to meet the requirements of this Supplier Code.

4.1. Legal and Customer Requirements:

Suppliers must comply with all applicable laws, regulations, contractual agreements, and generally recognized standards related to Supplier's operations, products, and services.

4.2. Commitment, Accountability and Risk Management:

Suppliers are expected to allocate appropriate resources to ensure the implementation and on-going compliance of this Supplier Code, including periodic self-evaluation to ensure conformance. Suppliers must identify and manage risks in all areas addressed.

4.3. Non-Compliance:

We reserve the right to verify compliance with this Supplier Code through internal and external assessment mechanisms. If non-compliance is discovered, the Supplier must take corrective action. If the Supplier fails to remedy an act of non-compliance in a timely manner, Candriam may, after notice, suspend purchases, refuse delivery, and/or return any goods or services from the Supplier, at its discretions, and without further obligation

5. Whistleblower Rights

Whistleblowing rights for Suppliers are a critical component of ethical and responsible business practices. They empower Suppliers to act as watchdogs against unethical or illegal conduct within organizations and supply chains, contributing to greater transparency, accountability, and ethical behavior in the business world.

Suppliers are encouraged to report concerns about potential legal, regulatory or ethical misconduct, such as :

- Prevention of money laundering and terrorist financing.
- Product safety and compliance.
- Transport safety.
- Protection of the environment.
- Radiation protection and nuclear safety.
- Food and feed safety, animal health and welfare.
- Public health.
- Consumer protection.
- Protection of privacy and personal data, and security of network and information systems.



- Regulatory compliance.
- Bribery or other improper payments.
- Inappropriate conflicts of interest.
- Integrity of the Supplier's accounting practices, internal controls, auditing matters or public filings.
- Improper or questionable behavior by employees, supervisors, clients, counterparties, consultants, Suppliers or other third parties.

The Candriam Whistleblowing Policy, as described in Candriam's website, provides employees and external parties connected with Candriam with the possibility to file a Whistleblower Report using a dedicated platform called EthicsPoint.

Whistleblowing Reports are handled by Compliance Referents in a confidential manner and in accordance with the regulations in force.





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Candriam consistently recommends investors to consult via our website www.candriam.com the key information document, prospectus, and all other relevant information prior to investing in one of our funds, including the net asset value ("NAV) of the funds. This information is available either in English or in local languages for each country where the fund's marketing is approved.

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