

Corporate social and environmental responsibility is central to the mission of Banque Cantonale Vaudoise ("BCV").

This Charter sets out BCV's expectations of its suppliers of goods and services ("Suppliers") with respect to sustainable and socially responsible business practices.

1. Scope

Suppliers that enter into a contract with BCV agree to comply with the social and environmental standards listed below. These are minimum requirements that BCV may change at any time. Any changes will be communicated to Suppliers in writing or by any other appropriate means.

Suppliers will also ensure compliance with these principles throughout their supply chain by their subcontractors, suppliers, and any auxiliaries.

2. Social and environmental standards

In social and environmental matters, Suppliers must comply with all applicable laws, regulations, and requirements in the countries in which they operate, as well as with industry standards, the fundamental conventions of the International Labour Organization (<https://www.ilo.org/international-labour-standards/conventions-protocols-and-recommendations>), the UN Universal Declaration of Human Rights, and the UN Convention on the Rights of the Child.

Particular attention must be paid to the following matters:

a. Social responsibility

Forced labor

Suppliers must not use forced or involuntary labor or require any individual to perform work or services under threat or by coercion. Work must be performed based on clear and freely agreed contractual conditions.

Child labor

Suppliers must comply with the prohibition on child labor and with domestic law and international conventions in this regard. In particular, Suppliers must ensure that the employment of workers under the age of 18 will not interfere with their compulsory schooling or endanger their health or safety.

Health and safety

Suppliers must comply with measures aimed at ensuring a safe and healthy working environment and must safeguard their employees and their employees' health.

Equal treatment

Suppliers must promote equal opportunities for all their employees. They must not tolerate any form of discrimination based on sex, ethnicity, religion, age, disability, identity, or sexual orientation.

Harassment

Suppliers must foster a work environment free from all forms of harassment, including sexual and psychological harassment and threats of harassment or retaliation against whistleblowers.

Wages, working time, and rest

Suppliers must pay at least the legal minimum wage in accordance with collective agreements or standard practice in their country, comply with the legal weekly working time, provide equal pay for equal work, and comply with rules on overtime, breaks, and rest periods.

Undeclared work

Suppliers must not employ undeclared workers.

Freedom of association and union rights

Suppliers must respect workers' fundamental right of freedom of association and must not interfere with their right to join associations or trade unions.

b. Environmental responsibility

Resource use and energy efficiency

Suppliers must strive to minimize their environmental impact through sound resource management, including the judicious use of raw materials, energy, and natural resources for manufacturing purposes.

Suppliers are encouraged in particular to take advantage of recycling opportunities and to reduce their waste generation.

Reducing pollution and emissions

Suppliers are encouraged to take reasonable measures to minimize greenhouse gas emissions and reduce to the greatest extent possible toxic and hazardous pollutants resulting from their business activities.

c. Anti-corruption and integrity

Suppliers must not engage in any act of active or passive corruption. They must not encourage or authorize another party to commit or benefit from an act of corruption on their behalf or that of a third party. Suppliers must inform their employees and auxiliaries of the issues related to corruption in all its forms.

Suppliers must not engage in money laundering, terrorist financing, or other financial crimes, or assist any third party in doing so.

3. Potential consequences of non-compliance

BCV reserves the right to ask individual Suppliers to provide evidence of compliance with this Charter. If there are reasonable grounds to suspect a violation of the Charter's principles, BCV may request that the Supplier in question describe the measures it intends to take to remedy the situation. BCV reserves the right to require that concrete measures be taken to address any identified shortcomings, if reasonable solutions exist. Depending on the nature and severity of the violations of the Charter, BCV also reserves the right to terminate its relationship with any individual Suppliers and to cancel contracts to supply goods or services.