



CSR AND CODE OF CONDUCT FOR SUBCONTRACTORS AND SUPPLIERS

Cap Ingelec is an engineering company that has built its reputation on **the commitment and expertise of its teams**. We design or rehabilitate complex buildings with high technical added value, on large scale projects in the fields of **Datacenter, Critical facilities, Cleanrooms** but also in **Industry, Building & Luxury, Energy, and Wines & Spirits**. Today, we are recognized in France and internationally for the quality of our missions in **project management** or **turnkey implementation**.

With 12 offices in France and 9 locations in Europe and Africa, we are able to offer our clients a close relationship thanks to the skills of our 500 employees! With more than 20,000 projects completed, we enjoy a reputation for excellence, the result of a methodical organization and the exceptional involvement of our teams.

The major axes of its CSR policy are :

- **Collaboration** with subcontractors and suppliers to implement social and environmental dimensions in a continuous improvement process: transparent, fair and impartial purchasing process, based on technical criteria of quality, deadlines, costs and contractual commitments.
- **Trust** and transparency by protecting personal data, confidential technical, commercial and financial information, and by respecting intellectual property rights.
- Financial **fairness** towards subcontractors and suppliers
- Exclusion of all forms of corruption.
- **Respect** the legislation and regulations regarding labor law and the employment of legal employees.

◀◀ **COMMITMENTS OF SUPPLIERS AND SUBCONTRACTORS OF CAP INGELEC**

Within the framework of the respect of these principles, CAP INGELEC expects from its subcontractors and suppliers a commitment on their part to respect these values of ethics, equity, solidarity and societal development such as

SOCIETAL PRACTICES

- Not to practice **any form of discrimination** and to promote professional equality of treatment
 - Develop **management and working conditions** that respect human dignity and human rights Workers. Prohibit any form of work that could be harmful to health or safety
 - **Respect the legislation** in terms of management of working hours, remuneration, training, trade union rights.
 - **Implement the necessary means to respect for the principles** set out in all its supply chain, including in countries that are not signatories to ILO conventions where the service provider or its subcontractors may be required to work.
 - **Respect confidentiality and protection data** (access, deletion, portability).
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ENVIRONMENTAL PRACTICES

- Adhere to the principles of environmental protection: precautionary principles, reduction of pollution (water, air, noise), of greenhouse gas emissions, limitation of resource and energy consumption, protection of biodiversity.
- Implement measures that contribute to the protection of the environment and strive to minimize environmental impacts generated by its products and services over the entire life cycle

ETHICS

- Prevent conflicts of interest
 - Respect intellectual property, consistent with contractual arrangements.
 - Refuse any illegal or unfair commercial practice.
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FIGHT AGAINST CORRUPTION

- **Comply with all laws, regulations and international standards** relating to the fight against corruption.
 - Refrain from offering or soliciting, directly or indirectly, benefits, invitations or gifts, money or others in order to obtain an undue advantage (market, contract...).
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OUTSOURCING

- Declare all its subcontractors regardless of their rank in the chain
- Put in place the means to ensure that the commitments made to CAP INGELEC are respected

The subcontractor or supplier acknowledges having read the provisions of this document "CSR and CODE OF CONDUCT FOR SUBCONTRACTORS AND SUPPLIERS" and confirms that it will respect all of the above commitments

Signature :
Franck VIALAR
Deputy Managing Director

