



EVOK

ETHICS CHART

Dear Partners,

In this profoundly changing world in which everyone must become aware of their responsibilities and adapt how they work, Evok is taking its good conduct approach even further.

For me, global performance is closely linked to the performance of our partners, suppliers and subcontractors. Ethics must be at the heart of our everyday conduct. It is a question of complete trust in the development of our shared business activities.

I strongly confirm our commitments to respect human rights, both in terms of our members of staff and all those who work alongside us and closely contribute to the group's creation of added value.

I hope that you will join us in our efforts and, together, be part of a dynamic and positive synergy for change.

EMMANUEL SAUVAGE
CO-FONDATEUR OF EVOK.



1) ETHICS AND SOCIAL RESPONSIBILITIES

EVOK does not tolerate any discrimination, particularly with regard to race, sex, age, religion, disability, sexual orientation, or political opinion. The prohibition of any discrimination is an integral part of our values and we conduct all business practices accordingly. Our partners must demonstrate exemplary behavior in terms of social responsibility and irreproachable ethics.

EVOK has adopted an ethical approach determined by fundamental principles, and international agreements and standards.

- The Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its follow-up, which covers freedom of association, and the elimination of forced labor, child labor and discrimination
- The Global Compact inviting companies to adopt and support ten fundamental values in the following domains: human rights, labor standards, the environment, and anti-corruption
 - **Prohibition of child and adolescent labor:** labor by children under the age of 16 years old is strictly prohibited. Termination of the partnership shall be envisaged if one of our partners employs such practices
 - **Prohibition of slavery:** any worker has the right to accept or leave a job freely. The use of forced labor, withholding identity papers or using any other constraints is strictly forbidden. Illegal, clandestine and undeclared work will not be tolerated. The supplier must comply with all regulations in force.
 - **Prohibition of harassment and any discrimination:** we expect our suppliers to treat their employees with respect and dignity. No abuse or psychological, physical or sexual harassment will be tolerated.
 - **Health and safety:** we expect our suppliers to provide a safe and healthy working environment. They must comply with all applicable regulations, local and international laws. The working conditions of our suppliers' employees must be continuously improving to contribute to collective well-being.
 - **Integrity of the person:** our suppliers must pay a regular minimum wage. In the event that there is no legal minimum wage in the country concerned, the supplier must ensure that salaries are at least equal to the average minimum in the sector of activity. The number of hours of work carried out must comply with the provisions of national laws and collective agreements.

2) PROFESSIONAL INTEGRITY

EVOK requires its partners to demonstrate exemplary behavior in terms of professional and relational integrity in the conduct of their activities. They must act entirely in compliance with local, national and international legislation, which must be applied in the conduct of their enterprise. We have zero tolerance for corruption. Impartiality, fair treatment and transparency are an integral part of our business relations. No relationship with partners who do not comply with our ethical criteria shall be undertaken and/or maintained.

- **Gifts and benefits:** they may represent acceptable expressions of courtesy within the context of established business relations and if their scope and value are limited. However, it is unacceptable, on the part of a supplier employee, to:

- Receive or give a gift or an invitation with the aim of influencing either party
- Receive or give a gift or an invitation that could influence the decision, if commercial negotiations are underway
- Receive or give in return for a decision being made

- **Anti-corruption, fraud, security and customs authority:**

We expect our suppliers to comply with all the applicable laws in terms of corruption and fighting fraud.

- No payment, donation in kind, expense, reduction, benefit or promise that may influence the course of commercial decisions shall be accepted.
- We require our partners to comply with applicable customs legislation.

- **Confidentiality:** our partners must take all the necessary measures to guarantee the confidentiality of professional secrets within the framework of relations with EVOK. The partnership and the mention thereof must be approved beforehand by EVOK's management before any publication on communication tools.

- **GDPR data protection:** we require our partners to fully comply with the applicable laws and regulations in terms of personal data protection, especially that of our clients.

3) ENVIRONMENTAL PROTECTION

EVOK complies with local environmental norms and regulations. We expect our suppliers to share and apply this same approach. We strongly encourage our partners to take all initiatives to reduce the environmental impact of their activities.

• The environment:

- The supplier shall endeavor to ensure that the use of natural resources is fair, sustainable and environmentally friendly.
- They shall endeavor to protect resources by choosing the most effective waste management, reducing production, and upcycling if possible.
- They shall act to minimize the harmful effects on the environment during production.
- Environmental legislation is monitored and they undertake to amend their standard in line with changes in norms.
- They ensure that their members of staff and suppliers are aware of the environmental impacts through information communicated. They raise stakeholders' awareness about protecting biodiversity and ecosystems

• The supply chain:

Our partners' suppliers must:

- Have an environmental policy tailored to the nature of their activities, thus making it possible to anticipate lasting negative effects on the environment.
- Comply with local norms and laws in terms of environmental protection.
- Guarantee that the purchases and sources used have been obtained in a sustainable, environmentally friendly way.
- Provide the material, health and safety characteristics of the products that they use.
- Guarantee that the minerals used do not come from conflict areas.

• Animal well-being:

- The fragrance and cosmetics supplier ensures that the products have not been tested on animals.
- Ensure that they comply with the food standards decreed by the European Commission concerning the food chain and animal health
- Raise awareness about ecosystems and the balance of fauna and flora in supplies

CONTROL AND AUDIT

- We reserve the right to check that these principles are being followed and to carry out compliance audits on our partners' premises.
- Suppliers should therefore undertake to improve or correct any deficiency detected.

PARTNER COMMITMENT

We, _____ confirm that:

- We have received the EVOK Ethics charter and have taken due note of its contents
- We know the legislation of the countries in which we operate
- EVOK will be informed of any breach or non-compliance with the codes of conduct
- We attest to the compliance of our suppliers and partners

We hereby authorize EVOK to carry out audits on our premises to check proper observance of the Ethics charter's provisions.

Name of supplier

Date

Signature

PALAIS ROYAL
RESTAURANT
PARIS


NOLINSKI
PARIS

BRACH
UN STYLE DE VIE

SINNER


COUR DES VOSGES
PARIS