

Corporate Social Responsibility

FOREWORD

Isotrading was built around strong values that have shaped its culture and actions.

For most of us, these values are implicit, and we express them orally. However, it remains important to formalize them. This is the first objective of this document, which invites all employees to be very vigilant about the proper application of this charter.

Beyond the convictions and commitments that bring us together, we want all of these rules of conduct to apply to everyone. These basic rules will be relayed by each person to any new recruit.

Through this charter, we remind you that belonging to Isotrading implies strict compliance with the laws and regulations in force, and the principles of professional ethics that must, in all circumstances, inspire our actions.

We affirm that Isotrading expects everyone to behave impeccably, based on loyalty, respect for the dignity and individual rights of employees.

We count on everyone to make them their own. This is how Isotrading will continue to inspire confidence in its customers, partners and employees.

Christophe Buono
CEO

1. GOVERNANCE

In response to its customers, in a market where competition is strong, Isotrading has decided to formalize its Corporate Social Responsibility (CSR) approach.

CSR strengthens the company's intangible capital.

CSR is the voluntary consideration of social, societal and environmental concerns by companies and organizations in their activities.

The values of humanism, trust, respect and solidarity are anchored in Isotrading's culture. Priority is given to people over the system, the promotion of individual initiative and collective work are at the heart of its entrepreneurial identity. These values guide its actions and behaviors. They are embodied for all staff by the commitment to policies and compliance with the commitments made by the company.

By seeking performance and satisfaction of interested parties, by pursuing a long-term economic and social project, Isotrading aims to share its successes with its customers, external service providers and employees.

We take into account the fundamental concerns of CSR in our governance by:

- An ongoing dialogue with relevant interested parties.
- Compliance with the legal, regulatory and normative requirements applicable to its activities.

This charter and our policies, procedures and processes specify how we respond to them.

2. HUMAN RIGHTS

We are particularly sensitive to the need for Human Rights to be respected in all circumstances and throughout the Supply Chain.

We reject any form of abuse or discrimination, whether through direct action or complicity.

In particular, we prohibit any discrimination based on illicit grounds such as gender, age, morals, real or supposed membership of a specific ethnic group, health condition, disability, religion, political beliefs, trade union activities or any other grounds.

Any pressure, prosecution or persecution (moral, sexual or more generally contrary to the law) is prohibited.

3. WORKING RELATIONSHIPS AND CONDITIONS

We want fulfilling working relationships and conditions.

As a result, we ensure that:

- Each employee receives fair compensation for their job.
- Relations between employees and their hierarchy and between them are respectful and caring.
- Social dialogue is respectful of people, laws and regulations.
- The operational environment of the activities has social, psychological and physical aspects that are favorable to the safety and health of employees.
- Labor laws and regulations are applied.
- Hiring and firing are not associated with any discrimination.
- Decisions relating to working hours are not too detrimental to the family life of employees.
- Our external service providers do not have abusive or unfair labor practices, including the employment of children.

4. ENVIRONMENT

We are concerned about the potentially negative impact of our activities on the environment and have established our Environmental Policy.

Isotrading strives to achieve environmental standards in terms of preserving natural resources, energy consumption, waste management and protecting biodiversity.

At the same time, Isotrading is committed to regularly raising awareness among its employees and guiding the actions to be taken to limit greenhouse gas emissions.

In addition to efforts to reduce emissions directly related to its activity, Isotrading, through its purchasing policy, wants to involve its partners, external service providers and customers in its approach.

5. FAIR PRACTICES

We advocate fair practices.

Consequently, we have decided to:

- To require each employee to refrain from any behavior that could lead him or other employees into an illicit or unfair practice.
- Not to ask for or refuse undue advantages.
- To prohibit making payments or providing valuable goods or services, directly or indirectly, with the aim of obtaining or retaining business or obtaining a competitive advantage.
- Not to exercise political influence or inappropriate pressure.
- To treat our external service providers and customers fairly.
- To pay the right price and settle the invoices of our external service providers within the legal deadlines.
- To promote social responsibility in the Supply Chain.
- To respect the property rights of our customers and external service providers.

6. CUSTOMER AND END USER ISSUES

We are concerned about the safety, health and related topics of our customers and the users of our products.

As a result, we have decided to:

- Comply with European regulations concerning the electronic components we sell (Rohs, Reach, etc.), to contribute to the health and safety of workers on the electronic component assembly lines.
- Make offers that meet the fundamental needs of customers.
- Respect the privacy of their employees and third parties.
- Take all necessary measures to guarantee the best level of security and confidentiality of the personal data collected.
- Adapt the data retention period to the purposes of each processing and to regulatory obligations.

7. COMMUNITY AND LOCAL DEVELOPMENT

We are keen to contribute positively to the life of the local authorities that concern us.

As a result, we have decided to:

- Favor local hiring.
- Buy, if possible, from local service providers.
- Pay taxes, local taxes and other legal obligations seriously.



OUR RULES

This Charter and the associated Policies, examined and validated by Isostrading's management, are applicable by each employee, regardless of their functions and hierarchical level.

This Charter and the associated Policies are not intended to replace the applicable laws and regulations, but to define attitudes and provide benchmarks which, beyond the necessary respect for the law, reflect exemplary personal and professional behavior in the interest of the company.

Everyone must be vigilant and demonstrate common sense in its implementation. Each employee must acquire sufficient knowledge of the rules applicable to their activities, to enable them to determine when it becomes necessary to seek advice from their hierarchy.

Errors noted are not punished by default. However, employees who act imprudently, who are responsible of violations by taking deliberate and unjustifiable risks, who seek to hide them may be liable to disciplinary measures.