

AF is committed to respect strong ethical standards in order to forge trust-based and robust relationships with its clients and suppliers worldwide and to promote them throughout its partners on an international level and therefore ensure a reliable, ethical and sustainable supply chain. AF is committed to conduct business with the highest level of professionalism, integrity and ethics. AF strives to foster diversity and inclusion, to reduce its environmental impact and to comply with applicable laws and regulations.

AF is committed to compliance with the following labour standards:

AF commits to respect the rules of conduct stated in fundamental Conventions of the ILO, that is C87 and C98 on freedom of association, C29 and C105 on the abolition of forced labour, C111 and C100 on equality and finally, C138 and C182 on child labour. Above all, AF certifies that none of the products/services manufactured by AF has been supplied, manufactured, assembled or packed using forced, prison, dangerous or concealed labour and/or child labour involving children under the age of 16, this age limit being stricter than the minimum age imposed by ILO convention C138.

This means that AF is committed to:

- Never make use of child, forced or bonded labour;
- Treat employees fairly and does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, colour, creed, religion, age, gender, national origin, citizenship, status, marital status, sexual orientation, gender, identity, disability, pregnancy, union membership, political affiliation or any other legally protected status;
- Not use misleading or fraudulent practices during the recruitment of employees or offering of employment;
- Provide a safe working environment and support the occupational health of employees;
- Treat everyone with respect and dignity;
- Not use undeclared or dangerous labour and to comply with local laws on health & safety, working hours, wages, disciplinary procedures and harassment;
- Respect the right of all employees to form and join trade unions of their choice;
- Foster an environment in which partner and employee work/life balance can be achieved;
- Provide a workplace that is free from harassment and misuse of substances;
- Act lawfully and ethically and encourage this behavior in the marketplace;
- Maintain independence and objectivity, and avoid conflicts of interest or undue influence;
- Preserve client and business confidentiality and privacy;
- Promote goods and services honestly and engage in fair competition;
- Reduce the environmental impact of designs, manufacturing processes, services and waste emissions, using resources more efficiently, minimizing waste, and fostering a culture of sustainability.

By signing this document, AF renews its commitment to compliance with these standards. AF confirms that it does not have any information that could lead it to believe that its own suppliers do not meet these standards. If AF becomes aware of possible non-compliance, it will draw the necessary consequences after formal notice to its defaulting supplier.

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