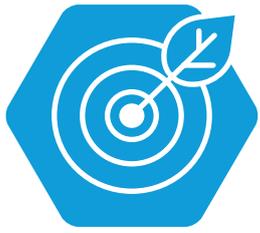


# SUSTAINABLE SUPPLIER CHARTER





# Committing

to a sustainable value chain



**Anne-Brisce Grasset**  
*Own Brands Director*

GIGAMEDIA is committed every day to combining performance, compliance and social responsibility. **GIGAMEDIA commits to promote good working conditions, respect for the environment and ethics throughout its value chain.**

GIGAMEDIA's purchases play a major role in its sustainable development strategy and make a positive contribution to the economic, social, environmental and societal performance of its partners. As a major brand, GIGAMEDIA's objective is to ensure that the equipment and solutions it offers its customers comply with the high sustainable development standards that GIGAMEDIA promotes.

**The Sustainable Supplier Charter formalizes GIGAMEDIA's expectations towards its suppliers, service providers, contractors and subcontractors.** GIGAMEDIA and its employees are committed to these principles. The Charter is thus the cornerstone of lasting commercial relationships and is intended to always be associated with purchase contracts.

This approach creates value for all and requires **the ongoing commitment of GIGAMEDIA's employees and its business partners.** It will strengthen the relationships of trust established between GIGAMEDIA and its partners, in particular suppliers and customers.

# Building

## sustainable relationships with our Suppliers



GIGAMEDIA shares with all its partners a major responsibility for the sustainable development of the Telecommunications & Security sector.

GIGAMEDIA requires its suppliers, service providers, contractors and subcontractors (the “**Suppliers**”) to comply with the principles of the **Sustainable Supplier Charter**.

It formalizes the commitments expected by GIGAMEDIA from its Suppliers in terms of ethics, respect for human rights, protection of employees’ rights, respect for the environment & compliance with applicable laws and regulations.

In the event of non-compliance with the provisions of the Charter, the commercial relationship with the Supplier may be reviewed and corrective measures may be taken, subject to the provisions of the corresponding contract(s).

GIGAMEDIA undertakes to respect and implement all of these principles, and to ensure compliance and implementation by its own suppliers, subcontractors, and service providers, and to comply with all applicable laws and regulations<sup>1</sup>.

Committed to a formalized progress approach, GIGAMEDIA wishes to support its Suppliers whenever possible in a continuous improvement process of their sustainable development performance.

<sup>1</sup> See chapter “GIGAMEDIA commitments”.



« Sustainability aspects are at the heart of the development strategy of GIGAMEDIA. We are convinced that our Smart Building solutions will participate in meeting major challenges in particular the reduction of the carbon footprint on the environment of the building. This development will be done with enthusiastic collaborators who are proud to represent our company and its values.

To do this, working in a sustainable way with manufacturers who share our vision is essential. This is what we want to characterise through this Sustainable Supplier Charter. »

**Maxime Jourdain** General Manager

# HUMAN RIGHTS

## Child labor

The Supplier undertakes not to employ persons who have not reached the legal minimum age for admission to employment in the country where the work is carried out, in accordance with the Convention on the Rights of the Child (article 32). This age must comply with the principles defined by the International Labor Organization (ILO).

## Forced labor

The Supplier undertakes not to use forced or compulsory labor as defined in the ILO conventions, i.e. any work or service exacted from any individual under the threat of any penalty and for which the individual has not offered himself voluntarily.

The Supplier shall comply with local legislation regarding the fight against modern slavery.

## Discrimination

The Supplier undertakes not to exercise any distinction, exclusion or preference based on color, gender, religion, political opinion, national descent, social origin or sexual orientation which has the effect of destroying or altering equality of opportunity or treatment in employment or occupation.

The Supplier shall comply with local legislation regarding the employment of persons with disabilities and the fight against all forms of discrimination.



« We are committed to put people at the heart of the professional environment through involvement and support of employees and caring management. »

**Laëtitia Faivre**  
HR Assistant



# WORKING CONDITIONS

## Occupational health and safety

The Supplier undertakes to protect the health, safety and well-being of its employees, service providers, subcontractors, visitors and any person likely to be affected by its activities. To this end, health and safety risks are identified and assessed on a regular basis. Preventive and protective measures are put in place.

## Harassment

The Supplier undertakes not to subject its employees to physical sanctions or to harassment or abuse of a physical, sexual, psychological or verbal nature.

## Working time and wages

The Supplier shall comply with local legislation on working hours, including overtime. In the absence of national laws, ILO standards shall apply.

The Supplier shall comply with local legislation on minimum wages, benefits and overtime pay. It undertakes to pay employees their wages on a regular basis and to clearly inform them of their remuneration conditions.

## Social dialogue

The Supplier respects the rights of workers to freedom of association and collective bargaining. Workers are free to join or not to join any association of their choice.

# ENVIRONMENT

## Environmental management

The Supplier undertakes to implement an appropriate environmental management system to identify, assess, prevent and reduce the negative environmental impacts of its activities and products. It controls the consumption of energy, water and raw materials in order to optimize the sustainable use of resources in its activities.

The Supplier undertakes to comply with all applicable laws and regulations regarding environmental protection.

## Climate change

GIGAMEDIA encourages the Supplier to annually assess and publish its greenhouse gas emissions on scopes 1, 2 and the main categories of emission of scope 3 in accordance with ISO 14069.

GIGAMEDIA encourages the Supplier to adopt quantified greenhouse gas emissions reduction targets in accordance with the Paris Agreement to reduce its impact on climate change.

# ETHICS AND COMPLIANCE

## Corruption

The Supplier operates its business in accordance with integrity and impartiality and in accordance with applicable anti-corruption laws and regulations and rejects any form of corruption in the conduct of its business. In particular, the negotiation and performance of contracts must not give rise to conducts or acts that may be qualified as corruption, trading in influence, or similar and equivalent offences, both within the meaning of French criminal law and within the meaning of the various applicable laws.

## Gifts and travel

The Supplier shall refrain from directly or indirectly offering, soliciting or accepting any gift, invitation, or any other benefit that could influence or be perceived as influencing a business relationship.

Gifts and invitations that may be acceptable must be of nominal value and must not be of such a nature as to influence the judgment of the person receiving them.



« At GIGAMEDIA, we have integrated the ethical rules at the center of our operational and financial processes. Moreover, we attach great importance to mutual respect for commitments made with our stakeholders. »

**Nizar Labidi**  
Administrative and Financial Director

## Conflict of interests

Situations likely to present a risk of real or apparent interference between the personal interest of an employee or his or her close relatives and the interests of GIGAMEDIA are to be avoided. The mere appearance of a conflict of interest is harmful.

The Supplier undertakes to inform GIGAMEDIA of any situation where there could be a real or potential conflict of interest with GIGAMEDIA's employees or their close relationships for circumstances to be duly analyzed on a case-by-case basis.

The persons informed must be the contact person and the manager within GIGAMEDIA.

## Competition and antitrust

The Supplier undertakes to conduct its activities in compliance with the applicable competition and antitrust laws and regulations. The Supplier undertakes to promote and preserve healthy and effective competition within its environment. In particular, the Supplier undertakes neither to solicit nor to transfer any information, the communication of which would constitute an infringement of competition law.



## Duty of Care

The Supplier undertakes to select in turn suppliers, service providers, contractors and subcontractors who meet the same level of requirements as it does with regard to respect for ethics, human rights, fundamental freedoms, the health and safety of persons and the environment in all countries where they operate.

## Trade controls: exports and imports

The Supplier undertakes to implement commercial practices that comply with the laws and regulations applicable to exports and imports, and undertakes to provide all information relating to the goods and services supplied, notably in view of obtaining export or import licenses or agreements, where applicable.

## Protection of information and data

The Supplier commits to a responsible and reasonable use of information handled and ensures the proper handling of sensitive information, including confidential, proprietary information and personal data. The information may not be used for purposes other than those for which it was provided.

The Supplier must protect any confidential or proprietary information, including personal data, against unauthorized access, destruction, misuse, alteration and disclosure, by means of appropriate physical and electronic security procedures. In the event of a cyberattack, the Supplier shall immediately notify GIGAMEDIA.

The Supplier shall comply with the applicable data protection and privacy legislation.

## Whistleblowing

GIGAMEDIA encourages the Supplier to implement a clear process allowing its employees, suppliers, service providers, contractors, subcontractors and any other person, to voice queries or concerns, particularly in terms of ethics, without prejudice to the person issuing the alert.

« Sustainability and the compliance of our products are at the heart of our concerns, both for our customers and suppliers as well as for our teams. »

**Florent Herbommez**  
Head of Technical & Quality



# PRODUCTS AND PRODUCT INFORMATIONS

## Health, safety and environmental risks related to the products

The Supplier includes environmental, health and safety criteria into the purchase of products and services, the design, production and implementation of its own products and services to reduce their impact in these areas throughout their life cycle, while maintaining and/or improving their quality.

The Supplier undertakes to inform GIGAMEDIA of the presence in the products supplied of hazardous chemical substances that may be released during the life cycle of the products, and not to supply GIGAMEDIA with any product likely to contain substances prohibited by the laws applicable in the country or countries of destination of the product.

In particular, the Supplier complies in Europe with Regulation n° 1907/2006 /EC, known as the "REACH" Regulation and its amendments in force as well as with Directive 2011/65 /EU, known as the "RoHS" Directive and its amendments in force.

## Conflict minerals

The Supplier shall comply with applicable laws and regulations regarding "conflict minerals", including tin, tungsten, tantalum and gold. In addition, the Supplier shall implement a management system to ensure that the tin, tungsten, tantalum and gold contained in the products it manufactures or supplies do not finance or benefit directly or indirectly armed groups that commit serious human rights violations.

In particular, the Supplier complies in Europe with Regulation n° 2017/821 regarding conflict minerals.

## Fight against planned obsolescence

The Supplier undertakes to promote ecodesign practices and to fight against planned obsolescence. Planned obsolescence refers to the set of techniques by which a manufacturer aims to deliberately reduce the lifespan of a product in order to increase its replacement rate.



## EVALUATION OF SUPPLIERS

The Supplier undertakes to join forces with the GIGAMEDIA to apply the Sustainable Supplier Charter as effectively as possible. In particular, it agrees to have its status, with respect to these principles, assessed or audited by GIGAMEDIA or third-party organizations mandated for this purpose.

Where, due to special circumstances, the Supplier is unable to comply with certain principles of the Charter, it shall immediately inform GIGAMEDIA entity concerned to agree together on the corrective measures to be implemented.

By adhering to this Charter, the Supplier undertakes to respect and implement, and to ensure that its own Suppliers respect and implement, all the principles set out therein, in accordance with their contractual commitments, and to comply with all applicable laws and regulations.



*« Integrity in business relationships is the DNA of Gigamedia and has been contributing in our development. Our products/purchases teams are committed to maintaining sustainable and healthy partnerships, which constitute a responsible value chain. »*

**André Leclercq**  
Product & Purchasing Director



# Commitments

Suppliers play a key role in GIGAMEDIA's development and success. In a spirit of reciprocity and joint improvement of value chain practices, GIGAMEDIA is also committed to its Suppliers, notably through its purchasing teams.

GIGAMEDIA and its employees are committed to complying with the same undertakings as Suppliers, as defined above, in terms of Human Rights, working conditions, the environment, ethics and compliance.

**In particular, in a responsible purchasing approach, GIGAMEDIA and its employees commit to:**

## INTEGRITY

- Not soliciting, receiving, offering nor giving any gift nor invitation, nor any other benefit that could influence or be perceived as influencing business relations with the Suppliers.
- Avoiding any conflict of interest, real or apparent.

## PROFESSIONALISM

- Treating Suppliers with honesty and loyalty.
- Selecting Suppliers according to criteria that promote transparency, notably by encouraging competitive bidding and the formalization of commitments.

## PRIVACY

- Guaranteeing the confidentiality of non-public data communicated during business relationships as well as the intellectual property rights of its Suppliers.

## COMPETITION

- Complying with the applicable legislation and following competition law training courses.
- Respecting competition law in its business relationships with Suppliers, customers and competitors.
- Refraining from sharing commercially sensitive information with its Suppliers and competitors.

## SUSTAINABLE DEVELOPMENT

- Integrating the social, environmental and ethical performance of Suppliers into the Supplier selection criteria.

**This Charter shall not contradict any existing contractual commitment between the Supplier and GIGAMEDIA. Unless otherwise provided for in the contracts, Suppliers are bound, in the event of a conflict, to comply with the terms of the contracts. The Charter should be associated systematically with purchasing contracts.**

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