

ACTE INTERNATIONAL is a service provider responsible for securing international distribution and supply chains on behalf of its customers. Its core business is to organize and coordinate international physical import/export flows of goods.

As such, it provides services executed by its own teams or via subcontractors, both in France and abroad.

Purpose of the Charter:

This charter seeks to describe the conditions under which services are provided by ACTE INTERNATIONAL, its network, its partners, and its subcontractors.

Objective of the Charter:

The objective of the charter is to enforce the Eco-Friendly & Ethical Logistics policy among ACTE INTERNATIONAL employees, its network, its partners, and its subcontractors. It informs ACTE INTERNATIONAL's social and economic partners, institutional partners, and customers on its internal and international operating policy.

General Standard:

ACTE INTERNATIONAL's ethics charter complies with social and ecological standards, in accordance with the rules of International Labor Organization, United Nations Universal Declaration of Human Rights, UN Convention on the Rights of the Child, UN Convention on the Elimination of All Forms of Discrimination Against Women, and UN and OECD's anti-corruption conventions.

ACTE INTERNATIONAL is member of the UN GLOBAL COMPACT since 2013.

In addition, ACTE INTERNATIONAL gives priority to sustainability and transparency of business relationships as much as economic interest.

As a certified **Authorized Economic Operator**, ACTE INTERNATIONAL promotes compliance with international regulations and the above requirements by defining appropriate procedures, implementing them, and enforcing their application among employees, partners, and national and international subcontractors.

Failure to comply with this ethics charter is a criterion for ending a partnership or refusing cooperation.

In addition, ACTE INTERNATIONAL encourages its customers and consultants to meet the same standard, and keeps the right to terminate collaboration in the event of a major incompatibility.

Actions conducted by ACTE INTERNATIONAL in no way replace the responsibility of local and national government bodies, international NGOs, and staff representatives to develop and enforce a continuous improvement policy on social standards, anti-corruption, and sustainable development.

Legal Compliance

Compliance with all applicable national regulations and legal obligations, minimum industry standards, the rules of the International Labor Organization (ILO), United Nations conventions, and potentially any other, more restrictive legal requirement.

Freedom of Association and Collective Bargaining Rights

In countries in which rights to freedom of association and collective bargaining are limited by law or circumstances, the implementation of parallel channels will be facilitated in order to allow the independence and freedom of organization and bargaining. (In accordance with rules 87, 98, and 135 of the International Labor Organization)

Anti-Corruption :

The anti-bribery management system (ABMS) of Acte International has been certified ISO37001 in August 2019. In accordance with our anti-corruption Code signed first in September 2014, and updated last end of 2019, ACTE International refuses any form of involvement in direct or indirect acts of corruption or extortion that may result in undue benefits for the company, its employees, its subcontractors, its suppliers, its customers, or any other third parties associated with providing a service. ACTE International instead focuses its expertise on helping partners who want support for resisting any attempt of corruption.

Contact: anti-corruption@acte-international.com

Prohibition of Discrimination

There shall be no discrimination with regard to sex, age, religion, race, caste, social class, disability, ethnic or national origin, nationality, membership in labor organizations and unions, political affiliation, sexual orientation, or any other personal characteristic. - In accordance with rules 100 and 111 of the International Labor Organization.

Wages

Wages paid in exchange for a normal work period, in compensation for additional hours, and premiums paid for overtime meet or exceed the legal minimums and/or standards in effect in the industry. No illegal or improper deductions are made from wages. If the minimum legal wage does not cover the level of subsistence and does not provide excess disposable income, companies agree to pay additional wages, as appropriate to meet their needs. - In accordance with rules 26 and 131 of the International Labor Organization.

Working Hours

Overtime is on a voluntary basis only. The maximum allowable monthly number of hours of overtime is 48 hours per month, and the maximum allowed overtime is 12 hours per week. All employees are entitled to at least one day off for every six consecutive weeks of work. - In accordance with rules 1 and 14 of the International Labor Organization.

Work Safety

The workplace safety and hygiene rules are documented and enforced. Any practice or situation violating basic human rights in the workplace is prohibited. - In accordance with rule 155 of the International Labor Organization and recommendation 164.

Prohibition of Any Abusive Form of Child Labor

Child labor is prohibited, as stipulated by the International Labor Organization, the rules of the United Nations, and/or national law. The most restrictive of these standards applies. Any form of child exploitation is prohibited. Any work situation that may resemble slavery or endanger the health of children is prohibited. The rights of young workers must be protected. - In accordance with rules 79, 138, 142, and 182 of the International Labor Organization.

Prohibition of Any Form of Forced Labor

Any form of forced labor that violates basic human rights, such as prison labor, is prohibited. - In accordance with rules 29 and 105 of the International Labor Organization.

Environmental and Safety Issues

Procedures and standard related to waste management, the handling and disposal of chemicals and other hazardous substances, and the processing of emissions and effluents must meet or exceed the minimum requirements prescribed by law.

