

SUSTAINABLE DEVELOPMENT CHARTER

BETWEEN SCOR AND ITS
SUPPLIERS AND SUBCONTRACTORS



Dear suppliers and subcontractors,

As a member of the United Nations Global Compact, SCOR is committed to supporting and applying, within the Group's sphere of influence, the fundamental principles relating to human rights, working standards, the environment, and the fight against corruption.

SCOR expects its employees to comply with all applicable laws and regulations and to behave responsibly and ethically, whenever acting on behalf or in the interests of the SCOR group or any of its entities. When selecting suppliers and subcontractors, SCOR focuses on building long-term relationships by involving those suppliers and subcontractors in the development of a sustainable growth strategy, built around the protection of the environment, social progress, and fundamental human rights, in line with the SCOR group's values and responsible approach to business practices. Also, as a signatory of the French Manifesto for the inclusion of people with disabilities in the workplace, and in line with the Manifesto's tenth principle, SCOR has pledged to engage any suppliers and subcontractors participating in its tenders on the subject of the Manifesto's ambitions, through active dialogue and other appropriate means.

We are therefore delighted that you have agreed to commit to a better future with us by agreeing to uphold the principles set forth in this Charter.

SCOR is aware of cultural differences and of the challenges associated with interpreting and applying this Charter's principles worldwide. We understand that the methods for meeting these expectations may be different in various jurisdictions and must be consistent with the laws, values, and cultural expectations of different societies in the world. We do, however, believe that these principles are universal.

Claire Le Gall-Robinson
Group Chief Sustainability Officer

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1. SOCIAL

HUMAN AND SOCIAL RIGHTS

We expect our suppliers and subcontractors to respect human rights and operate labor standards that meet the [Ten Principles of the UN Global Compact](#) and [the conventions of International Labor Organization \(ILO\)](#), across the supply chain, including in countries which have not signed the related ILO conventions.



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.



Labour

Principle 6: The elimination of discrimination in respect of employment and occupation.

ANTI SLAVERY / FORCED LABOR

Suppliers and subcontractors must fully comply with all applicable slavery, forced labor and human trafficking laws and regulations, and SCOR expects suppliers and subcontractors to ensure compliance with such laws and regulations from their own suppliers and subcontractors, it should be understood that disciplinary practices are excluded

[ILO Convention n° 29 on forced labor, 1930, ratified in 1939](#)



Labour

Principle 4: The elimination of all forms of forced and compulsory labor.

WAGES AND BENEFITS

Suppliers and subcontractors must provide wages and benefits that meet or exceed the requirements of local law. At a minimum, suppliers and subcontractors must pay workers regularly and in a timely manner, either the legal minimum wage, or the wage negotiated in an applicable collective agreement, whichever is higher, must not exceed the maximum working hours in accordance with local law. All other types of legally mandated benefits must be provided as required by law.

CHILD LABOUR

Suppliers and subcontractors shall neither directly nor indirectly employ any underage person, minor or child, as this can have negative consequences on their mental, social and health development and violates children's fundamental rights to education, health, protection, and participation. The minimum age for employment shall not be less than the age at which compulsory education for the country of operation ends.

[ILO Convention n°182 on the worst forms of child labor, 1999, ratified in 2001](#)

[ILO Convention n°138 on the minimum age of employment, 1973, ratified in 1990](#)



Labour

Principle 5: the effective abolition of child labor.



NON-DISCRIMINATION

Suppliers and subcontractors must commit to providing a work environment free of any form of discrimination based on gender, sexual orientation, race, religion, mandate as a worker or union representative, disability or any other characteristic protected by applicable local law, as well as any other abusive physical or verbal conduct.

[ILO Convention n°111 on discrimination, 1958, ratified in 1981](#)

[ILO Convention n°100 on equal remuneration, 1951, ratified in 1953](#)





Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Suppliers and subcontractors must ensure reprisal-free communication with workers and respect workers' freedom of association and right to collective bargaining in accordance with applicable local laws.

[ILO Convention n°87 on freedom of association and protection of the right to organize, 1948, ratified in 1951](#)

[ILO Convention n° 98 on the right to organize and collective bargaining, 1949, ratified in 1951](#)

HEALTH AND SAFETY

Suppliers and subcontractors must provide a safe and secure working environment for their employees. Appropriate preventive measures against accidents and occupational diseases must be taken at all times by suppliers and subcontractors.

2. ENVIRONMENT

Environment

The fight against climate change is at the heart of SCOR's sustainable development strategy. SCOR intends to align with international objectives to limit global warming and preserve biodiversity. Achieving the objectives of the Paris agreement and living in harmony with Nature are the first two pillars of SCOR's sustainability ambition. The Group has committed to Net Zero in 2050 and is a signatory of the Finance for Biodiversity Pledge. In order to promote sustainability all over the supply chain, we want to work with suppliers who share our values when it comes to protecting the environment.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

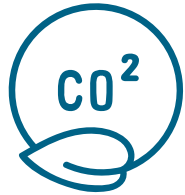
Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.



COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

Suppliers must comply with all applicable environmental laws, regulations, and standards in the regions in which they operate.



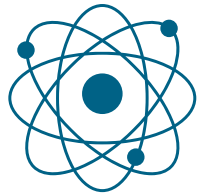
REDUCTION OF GREENHOUSE GAS EMISSIONS

Suppliers are expected to set targets to reduce their greenhouse gas emissions and to implement measures to achieve them. This could include using renewable energy sources, reducing energy consumption, and implementing more efficient production processes.



RESOURCE CONSERVATION

Suppliers should take actions to conserve natural resources such as water, energy, and materials. This could include implementing recycling programs, reducing waste generation, and using more efficient production processes.



CHEMICAL MANAGEMENT

Suppliers must ensure that they manage chemicals in a responsible and safe manner, including handling, storage, transportation, and disposal. This could include implementing measures to reduce the use of hazardous chemicals and using safer alternatives where possible.



BIODIVERSITY

Suppliers must ensure that their activities do not harm biodiversity and ecosystems. This could include implementing measures to protect endangered species, reducing deforestation, and promoting sustainable land use practices.



TRANSPARENCY AND REPORTING

Suppliers must be transparent about their environmental performance and provide regular reports to SCOR. This could include reporting on key environmental metrics such as greenhouse gas emissions, water use, waste generation, initiatives they may have joined (e.g. UN Global Compact, SBTI...) and / or reduction targets they may have set.

3. GOVERNANCE OR ETHICS

Data Protection and Privacy

Suppliers and subcontractors must fully comply with the applicable privacy and data protection laws and regulations of the jurisdictions in which they operate, including those governing cross-border data transfers and cybersecurity.





Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Anti-corruption & Anti-bribery

Suppliers and subcontractors must fully comply with all applicable anti-corruption and anti-bribery laws and regulations (e.g., insofar as applicable, U.S. Foreign Corrupt Practices Act, UK Bribery Act, and French law n°2016-1691 on transparency, anti-corruption and the modernization of the economy known as the “Loi Sapin II”).

In particular, but without limitation, suppliers and subcontractors shall not offer any benefits (such as free goods or services, job offers, or commercial contracts) nor bribery to any employees or former employees of any company, organization or governmental authority to facilitate the conduct or development of their business.



4. CONTINUOUS PROGRESS AND REPORTING

Continuous progress and reporting

Suppliers and subcontractors undertake to report to SCOR any violation of this Charter by themselves or their employees, or any situation that could lead to a violation of the principles set forth in this Charter, which occurred in relation to the provision of goods or services to SCOR, so that all parties may take appropriate action. This action includes discussing any remedial measures that could be implemented by the supplier or subcontractor (if SCOR's assessment shows such measures to be available). Suppliers and subcontractors will endeavour to create the same transparent relationship with their own suppliers and subcontractors.

Continuous progress and reporting

This Charter is communicated to all our suppliers and subcontractors, to promote and strengthen a mutual understanding of how sustainability should be embedded in day-to-day business, and to promote continuous improvement in the areas covered.

In this respect, suppliers and subcontractors understand that SCOR may need to be provided with data supporting their sustainability achievements and that of their own suppliers and subcontractors. If requested, suppliers and subcontractors will make a reasonable effort to supply SCOR with all the data necessary to this end or provide an explanation as to why such data cannot be provided.