

SUSTAINABLE PROCUREMENT CHARTER

EDITION 2025

Forewords

The CEVA Group's Sustainable Procurement Charter outlines the principles that are in effect to establish ethical and sustainable business relationships with its suppliers and subcontractors, all while adhering to relevant laws, regulations, and the Group's commitments to Corporate Social Responsibility (CSR).

As a leading logistics company and a subsidiary of the CMA CGM Group, we are aware of our responsibility to society, and especially to our suppliers. As a leader in transport and logistics, our mission is to develop more balanced economic exchanges that respect every human being and the planet. At CEVA Logistics, we believe in the power of collaboration to reach both operational excellence and more sustainable and responsible supply chains.

CEVA Logistics is committed to prevent and mitigate all risks related to respect for working conditions and human rights, health and safety, business ethics and environmental responsibility.

This means selecting our suppliers fairly and help them building their capabilities. Together. We expect our suppliers to share our commitment to environmental and ethical considerations.

We are committed to lead by example, demonstrate ethics and support in our business relationships and take appropriate corrective actions in a process of continuous improvement.

MATHIEU FRIEDBERG
Chief Executive Officer

BENOIT TINETTI
Global CSR Leader

WHY IS CEVA SETTING UP A SUSTAINABLE PROCUREMENT CHARTER?



CEVA is committed to being a leader in sustainable logistics, to engage its suppliers and to help them develop their contribution for a sustainable supply chain.

Our expectations and our customers' expectations regarding sustainability are increasing, in line with societal expectations of fair, clean and safe business. We firmly believe the 2020s will be the decade of our transition to a more sustainable business model for logistics.

As such, we present this new Sustainable Procurement Charter. The charter lists our expectations of our suppliers when providing goods or services to CEVA as well as our commitments to them.

This charter sets the goals for tomorrow. We will work together on each commitment with a long-term vision.

To all of our suppliers, existing and new, we ask you to:

- **Read** this new Sustainable Procurement Charter
- **Communicate** it to the relevant people in your organisation (sales, operations, etc.)
- **Sign** one copy with details filled in and send it back to CEVA

CEVA's COMMITMENTS TO SUPPLIERS

CEVA commits to managing its supply chain responsibly.
CEVA and its suppliers are involved in mutual growth and success.
All CEVA buyers are bound to follow the commitments included in this charter.

Lead by example

CEVA strives to establish sustainable business relationships that effectively address risks and challenges related to working conditions, environmental preservation, business ethics, and human rights.

We are committed to not ask anything of our suppliers that we do not do ourselves.

We want to be transparent on our actions and our performance and commit to publishing reliable data within CMA CGM Group CSR Report every year. This report is publicly available on our website.

We welcome transparent dialogue on sustainability with our suppliers and collaborate, whenever feasible, to create and execute appropriate action plans.

Build the capabilities of our suppliers

CEVA wishes to work with sustainable suppliers, and therefore commits to helping its suppliers improve. In this regard, we dedicate substantial efforts to enhance buyer awareness and provide training in ethical and CSR principles.

Building the capabilities of our suppliers is achieved by setting clear guidelines, giving feedback and developing action plans with the supplier when insufficient performance has been detected.

In case of persistent insufficient performance on CSR topics, CEVA reserves the right to stop all work with a given supplier.

Ethical Practices

Exemplary when doing business

We are proud to act with integrity and fight corrupt, illegal, and unethical practices. We aim to be leaders through continuous improvement, merit and competing by the rules.

Develop business relations with integrity

At CEVA, we provide or receive gifts, entertainment, and hospitality in a transparent way by applying sound judgement and an understanding of why perceptions are important.

Respect privacy

We value privacy and design all our processes to safeguard the information shared with us. We hold all our business partners accountable to the same excellence in protecting the data we have been entrusted with.

Conflicts of interest

We are open about any situation that influences our ability to make a fair and objective decision: When personal situations influences an employee's decisions, it is his/her duty to get help. When we feel our judgment could be biased: we stop and disclose.

Fair supplier selection

We strive to establish a trustful relationship with our suppliers based on mutual respect and honesty. Procurement decisions are based on an objective evaluation of the reliability and integrity of the supplier, the competitiveness of the offer received, and also criteria related to quality, health and safety, human rights, environmental performance as well as the general suitability with regards to the requirement.

YOUR COMMITMENTS TO CEVA

CEVA wishes to work with high-performing suppliers in terms of sustainability. As such, we ask our suppliers to ensure that they respect the principles of:

- **Human Rights**
- **Health & Safety**
- **Business Ethics**
- **Environmental Responsibility**

The commitments that we ask of you are listed in this Sustainable Procurement Charter. CEVA reserves the right to halt any business in case of major non-compliances on any of these topics.

Global Compact



As a signatory of the Global Compact (as part of the CMA CGM Group), CEVA asks its suppliers that they respect those 10 principles:

- 1 Support and respect the protection of internationally proclaimed human rights**
- 2 Make sure you are not complicit in human rights abuses**
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining**
- 4 Eliminate all forms of forced and compulsory labour**
- 5 The effective abolition of child labour**
- 6 The elimination of discrimination in respect of employment and occupation**
- 7 Support a precautionary approach to environmental challenges**
- 8 Undertake initiatives to promote greater environmental responsibility**
- 9 Encourage the development and diffusion of environmentally friendly technologies**
- 10 Work against corruption in all its forms, including extortion and bribery**

Online resources: www.unglobalcompact.org/what-is-gc/mission/principles



YOUR COMMITMENTS TO CEVA

Human Rights

We take a zero tolerance approach to any infringement which could pose a risk to human rights.

In addition to the Global Compact Principles listed on the previous page, we require that you:

- Respect human rights and working conditions of all workers
- Respect the International Labour Organisation (ILO) conventions / recommendations
- Ensure equal pay and timely payment, aligned with worked hours and clear work schedules
- Provide workers with wages that afford them a respectable standard of living and the capacity to fulfill essential requirements.
- Verify workers' legal age and identity documents, and ensure that all workers are legally employed, declared and authorised to work.
- Do not retain workers' IDs or passports, and do not charge them recruitment fees.
- Provide workers with written contracts in a language they understand, and allow them to leave employment freely with reasonable notice.
- **Immediately** inform us of any existing or potential risk regarding working conditions or human rights that may arise or has arisen when working for CEVA by email to your CEVA contact or by our [Helpline](#)

Health and Safety

You must commit to the health and safety of all your employees, in your offices, on your operational sites and on the road. We require that you:

- Implement a Health & Safety policy and procedures for your operations
- Implement a strict no-alcohol and no-drug policy
- Respect all rules defined in the safety protocols
- Trace all accidents and near-misses occurring during CEVA business and report them to us
- Participate in continuous improvement and grant access to training to all employees
- Inform us of any existing or potential risk regarding health and safety that may arise or has arisen when working for CEVA

Environmental Responsibility

Our common goal is to minimise our impact on the environment. We require that you:

- Respect all applicable laws regarding environmental preservation
- Implement an environmental management system with set targets to mitigate impact, including greenhouse gas emissions, energy consumption, respect of biodiversity and marine resources, pollution emissions and waste treatment in operations
- Invest in more sustainable vehicles and fuels to progressively convert your fleets
- Minimize your consumption of resources. Reduce, reuse and recycle your waste and participate in the circular economy

We encourage you to switch to low carbon energy when it is possible and to implement an environmental management system (ISO 14000, EMAS, etc...) and submit it to evaluation by a third-party nationally or internationally accredited.

Business Ethics

We expect flawless behaviour from our suppliers in terms of business ethics.

In CEVA we do business in a highly ethical and honest manner. Together with our business partners, we strive for a world which is prosperous, secure, and free of corruption and deliver a supply chain that we can all be proud of. We are expecting our business partner (or the supplier) to share the same values.

You, as CEVA provider, acknowledge the CEVA Code of Conduct and CEVA Global Anticorruption Policy and all other applicable laws, and freely assume its enforceability on the basis of our fair commercial relationship.

- [CEVA Global Anti-Corruption Policy](#)
- [Our Code of Conduct: "One CEVA Code"](#)

SUPPLIER COMMITMENT

To the CEVA Sustainable Procurement Charter, 2025 Edition

Please send back this page once signed to your CEVA contact

Supplier company name:

Name of company representative:

Job title of company representative:

By signing this page of the Sustainable Procurement Charter (2025 version), the supplier agrees to engage on the commitments listed in this charter, including:

- Respecting each of the 10 Principles of the Global Compact
- Respecting the Human Rights commitments listed
- Respecting the Health & Safety commitments listed
- Respecting the Environmental commitments listed
- Respecting our Code of Conduct, Anti-corruption policy and all other applicable laws
- Informing CEVA of any potential risk of violation of any of the elements listed above
- When relevant, involve your own supply chain in those commitments

The supplier also agrees that CEVA reserves the right to perform audits to monitor compliance with the commitments of the supplier/ subcontractor mentioned in this charter.

The signed form is to send back to your CEVA contact.

Date of signature:

Signature of representative and company stamp:



CEVA Logistics Head Office
4 Quai d'Arenc,
Boulevard Jacques Saadé
13002 Marseille, France
Tel.: +33 (0)4 88 91 90 00
Fax: +33 (0)4 88 91 97 65
www.cevalogistics.com