

RESPONSIBLE PURCHASING CHARTER

DÔMES PHARMA GROUP - 2025



DÔMES PHARMA

Founded 78 years ago, Dômes Pharma is a family owned, French animal health Group, dedicated to companion animals.

With sales of 90 M€ and 400 employees, the Group develops and markets over 140 products (including 65 medicines) in more than 30 countries, on two continents, through its five subsidiaries and thirty distributors.

The Group's mission is simple: to (re)invent, with passion and humanity, solutions for the health and well-being of pets, for a closer relationship and a better life. This translates into a clear strategy: to provide veterinary professionals and caregivers of dogs and cats with innovative products and services useful to their practice and their activity, in cutting-edge therapeutic fields such as ophthalmology, epilepsy, poisoning management, anxiety, gastroenterology and antiparasitics.

Social, environmental and economic concerns are at the heart of the relationship between DÔMES PHARMA and our partners.

Our support for a continuous improvement approach

We are committed to building strong and lasting relationships with our suppliers, based on **shared values of responsibility, ethics and sustainability**.

For these reasons, we ask our suppliers to **be part of a continuous improvement process**, for which we are ready to provide you with advice and guidance, as well as our solid experience in the field.



Introduction

The present Responsible Purchasing Charter (*hereinafter the “Charter”*) is fully in line with the sustainable development approach of the Dômes Pharma Group (*hereinafter “Dômes Pharma”*), taking into account societal, environmental and economic issues. It is intended **to guide Dômes Pharma in the selection, management and monitoring of its suppliers**, and is therefore an important component of its CSR strategy.

This Charter complements our [Ethics Charter](#) and our [Anti-Gift Policy](#).

Dômes Pharma is committed to this approach and is asking its suppliers to commit to the same approach, both at their level, and at the level of their own suppliers.



Our CSR commitments

+ In addition to our commitments contained in the Ethics Charter, we are committed within the framework of the Policy to:

01 Respect the principle of fairness

in the treatment of our Suppliers by providing the same information to bidders, requesting the same deadlines, and evaluating offers according to the same criteria.

02 Apply transparency and

traceability throughout the purchasing process and select our Suppliers impartially according to pre-defined, explicit and clear criteria.

When making purchasing decisions, we will **consider the total carbon and CSR impact** by looking at the life cycle of products, i.e. taking a view on the whole process of manufacturing, optimization of packaging, delivery, storage, maintenance, disposal.

Implement **a responsible, progressive, purchasing approach** internally and externally. This continuous improvement approach is based on regular exchanges with suppliers on CSR issues.

Integrate local suppliers into purchasing activities with a view to **promoting local economic development**.

Avoid any economic dependence between Dômes Pharma and its Suppliers that could jeopardize either party.

Our suppliers' commitments

01

+ Respect for Human Rights and Working Conditions

- + Ensure **safe and healthy working conditions** for their employees by complying with safety regulations.
- + Ensure **respect for the fundamental rights of employees**, including:
 - The prohibition of forced labour, child labour, and any form of discrimination or mistreatment.
 - The implementation of fair practices regarding remuneration and working hours.
 - The promotion of social dialogue and freedom of expression for employees.

02

+ Adoption of Environmentally Responsible Practices

- + **Reduce carbon footprint** by limiting emissions into air, water, and soil.
- + **Optimise energy efficiency.**
- + **Minimise waste** and **encourage recycling.**
- + Promote **circular economy** principles.
- + **Prevent pollution** by managing natural resources responsibly.



03

+ Ethics at the Core of Business Practices

- + Comply with all applicable regulations**, including labour, tax, and data protection laws.
- + Honour contractual commitments.**
- + Demonstrate full transparency** regarding the services provided and the traceability of products.
- + Take preventive measures to avoid any anti-competitive practices or behaviour.**
- + Combat all forms of corruption**, bribery, or other unlawful conduct.
- + Disclose any situation that may appear to represent a conflict of interest**, particularly where a Dômes Pharma employee may have a personal interest in the negotiation.
- + Respect the confidentiality of information received** and never use such information for personal gain, and ensure the protection of intellectual property rights.

04

+ Social and Inclusive Engagement

- + Propose initiatives that support local economic development.**
- + Promote short supply chains.**
- + Implement inclusion policies** that support underrepresented populations.

Audits and controls

- ✚ **Our suppliers undertake to implement processes that ensure compliance with the commitments set out in this Policy.**

To this end:

- ✚ We ask our suppliers to provide, upon request, clear, accurate, and transparent information regarding their practices and performance.
- ✚ We reserve the right to conduct audits to verify the accuracy and compliance of the information provided, either directly or through an independent third party (e.g., Ecovadis).
- ✚ Any identified non-compliance must result in the implementation of a corrective action plan.

In the event of serious or repeated non-compliance (such as failure to provide information, inaccurate disclosures, or failure to implement the corrective action plan within the agreed timeframe), our collaboration may be reconsidered.



Partner commitments

We hereby confirm:

- ✓ That we have received and understood all the principles of the DÔMES PHARMA Responsible Purchasing Charter and their consequences on our relationship;
- ✓ That we undertake to inform DÔMES PHARMA of the actions and avenues for improvement linked to this charter;
- ✓ That we will consequently inform all our direct suppliers, and encourage them to follow these principles.

Company name:

Name of representative:

Representative's title:

Signature:

Date:/...../.....



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