

SUPPLIER CODE OF ETHICS



EUTELSAT

Dear suppliers,

Eutelsat (hereinafter « Eutelsat » or the « Group ») is one of the largest satellite operators in the world and is transforming the digital economy. To this end, our company has a duty of transparency and we must act in an exemplary manner with regard to the values and principles that govern our business practices with which our suppliers must comply.

This code of conduct for suppliers (hereinafter the « Code ») is based on the ten principles of the United Nations Global Compact, of which Eutelsat is a signatory, and reflects the values and principles relating to ethics, human rights, labour law, environmental and anticorruption standards that Eutelsat wants to promote in the day-to-day operation of its business in accordance with the Group's Code of Ethics.

Eutelsat applies these values and principles to each of its business activities and expects its suppliers to undertake to comply with the standards set out in the Code and to ensure that their employees, suppliers and sub-contractors abide by the Code, along with any other entity involved in executing the contract signed with Eutelsat.

COMPLIANCE WITH INTERNATIONAL LAWS AND STANDARDS

Suppliers are expected to act in accordance with all the standards governing the legal system in which they operate, such as:

- The Universal Declaration of Human Rights,
- The United Nations Global Compact,
- The Conventions of the International Labour Organisation,
- National laws in the countries where they operate..

BUSINESS ETHICS AND INTEGRITY

- **Fighting corruption and influence peddling:**

Eutelsat has implemented a zero-tolerance policy with regard to corruption. Corruption is a major cause of poverty and wealth inequality and inhibits economic and social development in developing countries. Eutelsat does not accept any form of corruption or influence peddling from its employees and business partners¹. Suppliers must undertake to comply with national and international anticorruption laws when negotiating and executing contracts with Eutelsat. Suppliers must take appropriate measures to prevent, detect and sanction any act constituting corruption or influence peddling.

- **Fighting money laundering:**

Money laundering is a criminal activity which goes against all the values upheld by Eutelsat. Consequently, suppliers are expected to take all appropriate measures to effectively combat money laundering.

- **Conflicts of interest:**

Suppliers should endeavour to prevent any situations arising which may result in a conflict of interest in their business relationship with Eutelsat. Any potential or actual conflict of interest must be divulged to Eutelsat as soon as the supplier becomes aware of it.

- **Compliance with competition law:**

The principle of fair competition and preventing anti-competitive practices encourages the development of open markets and ensures that market players are protected. Suppliers must ensure that they strictly observe applicable competition laws. Unfair competition, cartels and abuse of a dominant position are all strictly prohibited.

- **Protection of personal data:**

Eutelsat is committed to actively complying with data protection regulations. Suppliers must comply with the legal framework governing data protection that must be carried out in compliance with all applicable standards.

- **Intellectual property and confidentiality:**

Suppliers have a duty to protect Eutelsat's intellectual property rights, along with trade secrets and exclusive information imparted while negotiating, concluding and executing contracts with Eutelsat. They must also protect this information from any unauthorised access, use, destruction, alteration and disclosure.

- **Gifts and hospitality:**

Low value gifts and hospitality for no consideration are an acceptable practice in business relationships if they are given transparently and in accordance with local laws and customs. Eutelsat has a gifts and hospitality policy which prohibits gifts or hospitality aimed at obtaining an undue favour from their beneficiary in return for the benefit received.

HUMAN RIGHTS

Respect for employees and human rights is one of Eutelsat's core values. Eutelsat believes that keeping its business viable and dynamic depends on its employees' work-life quality. Eutelsat expects its suppliers to share this approach.

Acting on this value implies compliance with the following principles:

- **Principle of human dignity**

Suppliers make a formal commitment to proscribe and punish any inhuman and degrading treatment.

Suppliers help to create a working environment that complies with the health and safety standards applicable to their business and production methods and is free from any form of harassment, violence or abuse.

Human trafficking and modern slavery are scourges that Eutelsat strongly condemns. Suppliers are responsible for ensuring that each of their employees has the freedom to work and to leave their job with reasonable notice.

Children are only allowed to work as part of an educational project, such as an internship and apprenticeships in accordance with applicable local regulations.

- **Principle of equality and non-discrimination**

Equality is a French constitutional principle. Suppliers must take care to avoid any form of discrimination both when hiring their employees and for the duration of their employment. To this end, any form of discrimination on the grounds of an individual's gender, origin, religion, political affiliation, trade union membership, stage of pregnancy, sexual orientation or behaviour is strictly prohibited.

- **Principle of freedom of association**

Suppliers must guarantee their employees the right to join a legal association without that being grounds for sanctions or reprisals.

RESPECTING THE ENVIRONMENT AND NATURAL RESOURCES

Natural resources are vital to sustain and increase economic activity. Respecting the environment in which companies evolve is fundamental. Eutelsat requires all its suppliers without exception to scrupulously respect applicable national and international environmental standards at every level of the supply chain. Eutelsat also recommends that their suppliers are actively involved in protecting a sustainable environment. It is their responsibility to anticipate the environmental risks associated with their activities, to choose more sustainable raw materials, production and transport methods.

This recommendation takes the form of behaving responsibly and ensuring that suppliers focus on Corporate Social Responsibility.



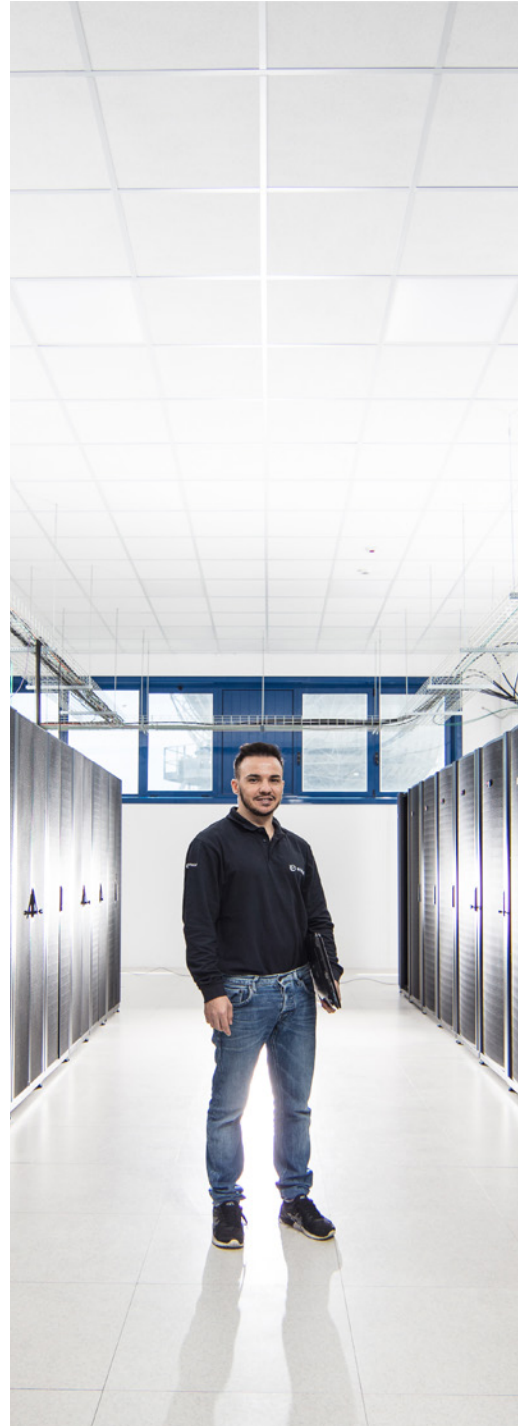
RESPECTING THE SUPPLIER CODE OF ETHICS

By concluding a supply contract with Eutelsat, suppliers undertake to respect the Code, for the duration of their collaboration with Eutelsat.

Eutelsat reserves the right to audit and verify the practices implemented by suppliers, who will keep sufficient documentation to facilitate such checks.

If suppliers fail to comply with the provisions of this Code, they must notify Eutelsat as soon as they know or should have known about this non-compliance.

Notwithstanding the foregoing, failure to comply with the Code by suppliers, their employees, suppliers, sub-contractors and any other entity involved in executing the contract signed with Eutelsat may result in sanctions from Eutelsat such as suspending or terminating the business relationship.



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