

# Sustainable Development Charter

## 1. Foreword

Keen to link its economic development objectives with the well-being of the communities it interacts with, Baracoda Daily Healthtech SAS (hereinafter “BDH”) has committed to improving the social and environmental conditions surrounding its R&D work and the development of its software and products. To that end, BDH endorses the following key human rights frameworks, which it considers as baseline standards:

- The **Universal Declaration of Human Rights**, adopted by the UN General Assembly in Resolution 217 A (III) of December 10, 1948;
- The **Convention on the Rights of the Child**, adopted by the UN General Assembly in Resolution 44/25 of November 20, 1989;
- The **International Labour Organization (ILO) Declaration** of June 1998 on Fundamental Principles and Rights at Work, which includes:
  - Freedom of association and the effective recognition of the right to collective bargaining;
  - The elimination of all forms of forced or compulsory labor;
  - The effective abolition of child labor;
  - The elimination of discrimination in respect of employment and occupation.

By endorsing BDH’s Sustainable Development Chart, each supplier and partner commits to delivering only products developed in conditions that comply with the principles above and meet the standards outlined in Chapter II of this Charter.

BDH encourages ethical behavior in its partners and looks for long-term relationships, particularly with those made vulnerable by their economic dependency on BDH.

However, a supplier's failure to comply with this Charter — whether through deliberate refusal or repeated non-conformance during site audits — may result in the termination of commercial relations.

Any subcontracting not disclosed to BDH is prohibited. Manufacturers that use authorized subcontractors for producing products or components for BDH must ensure those subcontractors formally commit to the standards outlined in BDH's Code of Ethics.

The term "supplier" throughout this document refers to contractors, manufacturers, and their authorized subcontractors.

## 2. Compliance Criteria

BDH has defined its supplier ethical compliance requirements around the following criteria:

1. Child labor
2. Forced labor
3. Disciplinary practices and harassment
4. Discrimination
5. Freedom of association and collective bargaining
6. Working hours
7. Compensation
8. Hygiene, health, and safety

### 2.1. Child Labor

The absolute minimum age for admission to employment for all countries is 14 (fourteen), unless national law sets a higher school-leaving age, in which case that becomes the reference. Where local laws set a higher minimum age (for workers or apprentices with a specific professional status and contract), that threshold must apply.

If child labor is identified in a factory, the manufacturer must take full responsibility for the child's welfare (e.g., access to healthcare and education) while considering the financial impact on the family. BDH recommends replacing such workers, if applicable, with adult relatives.

BDH adopts ILO Convention 138, Article 3(1), stating that “the minimum age for admission to any kind of employment or work which, by its nature or the conditions, is likely to jeopardize the health, safety or morals of young persons shall not be less than 18 (eighteen) years”. As a result, the minimum acceptable age limit for a worker will also depend on the type of job occupied in terms of substance and arduousness.

Accordingly, hazardous work or work involving the carriage of heavy loads, as well as work performed overtime or at night, will be prohibited under the age of 18 (eighteen). In addition, BDH reserves the right to immediately terminate any relationship with suppliers who contravene the principles set out in ILO Convention 182 on the Worst Forms of Child Labor [in this context this refers to anyone under the age of 18 (eighteen)], which include, among others, all forms of slavery or practices similar to slavery, such as the sale and trading of children, debt bondage and serfdom and forced or compulsory labor, or any work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children..

## 2.2. Forced Labor

BDH prohibits all forms of forced or compulsory labor, in accordance with ILO Convention 29, Article 2(1): “Any work or service exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily.”

Any violation of this principle may lead to immediate contract termination.

## 2.3. Disciplinary Practices and Harassment

BDH prohibits the use of corporal punishment or any other form of physical or mental coercion, verbal and physical abuse and the threat of physical abuse, as well as sexual and other forms of harassment. BDH reserves the right to terminate any relationship with suppliers who fail to comply with this requirement.

## 2.4. Discrimination

BDH recognizes the right of all individuals to equal protection against discrimination, which includes any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national origin, social origin or sexual orientation, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

In particular, suppliers shall refrain from any discrimination in hiring, compensation (based on the principle of “equal pay for equal work”), access to training, promotion or union membership. BDH reserves the right to terminate any relationship with suppliers who fail to comply with this requirement.

## 2.5. Freedom of Association and Collective Bargaining

BDH recognizes the right of workers and employers, without prior authorization, to form and join organizations of their own choice and to bargain collectively in a free and independent manner, and undertakes to respect the free exercise of trade union rights, in compliance with the regulations of the country of operation. Workers must be able to benefit from adequate protection against any act of discrimination tending to undermine trade union freedom in employment matters.

In countries where these fundamental freedoms are restricted by law, suppliers are encouraged to promote all measures aimed at enabling workers to express their views on working conditions and social dialogue.

## 2.6. Working Hours

The working hours (daily, weekly, monthly, annually) acceptable to BDH shall be determined by the regulations of the country of operation. Nevertheless, workers shall be entitled to at least 1 (one) day of 24 (twenty-four) consecutive hours of rest per 7 (seven) day period, and to paid annual leave. When justified by exceptional economic circumstances, recourse to overtime must take account of the time limits defined by the regulations of the country concerned, and must not be habitual. Overtime must always be worked voluntarily and be paid in accordance with the legal or collective bargaining scales in force and, in any event, always at a higher rate.

Any worker whose salary is not expressed as a fixed sum must have access to an exhaustive, objective and detailed statement of the time worked.

## 2.7. Compensation

All workers must be paid at least the national or local legal minimum wage, or the minimum standards in effect in the industry, whichever is higher, and receive all statutory benefits. Any deduction from salary for disciplinary reasons or any other reason not

covered by current regulations and without the worker's formal agreement is prohibited. All employees must be able to understand the method used to calculate their compensation, as well as the meaning of the elements that make up this compensation. Recognizing the fundamental nature of compensation for workers and those who depend on them, BDH looks forward to its suppliers not considering the legal minimum wage as a sufficient end in itself, but rather as a simple threshold not to be reached but to be exceeded, the objective being that this compensation should cover their basic needs while ensuring them a discretionary income.

## 2.8. Hygiene, Health & Safety

BDH expects its suppliers to take all necessary measures to ensure a safe and healthy working environment for employees, in line with best professional practice, taking into account the state of the art and specific hazards.

This includes:

- Workplaces, machines, equipment and work processes will not present a risk to the safety and health of workers;
- Employees will be informed of the potential hazards of the equipment and products used and the chemical substances and agents handled, and trained in the prevention of risks arising from their use;
- Appropriate protective clothing and equipment to prevent the risk of accidents or adverse health effects will be provided where necessary;
- Appropriate protective clothing and equipment to prevent the risk of accidents or adverse health effects will be provided, where necessary;
- Access to healthcare will be guaranteed;
- Workplaces, toilets, canteens, changing rooms, dormitories and, in general, the various premises likely to accommodate employees, will be acceptable in terms of available space, ventilation, temperature, light and noise;
- Drinking water will be available and accessible;
- Alarm systems and fire extinguishers will be in perfect working order and adapted to the risks;
- Emergency exits will be well signposted and easily accessible and usable;

As responsibility for the health, hygiene and safety of an industrial site lies with the site manager, any measures implemented or to be implemented in relation to this responsibility must not result in any cost to the employees.

### 3. Verification

In order to ensure that its suppliers adhere to the principles and requirements of the Sustainable Development Charter, BDH reserves the right to commission independent external labor auditing firms to carry out social audits in cases where there is doubt as to whether the above-mentioned rules are being complied with.

To this end, suppliers will guarantee access to production sites, it being understood that access to sites means access to installations, access to documents and access to personnel.

### 4. Publication & Communication

This Charter is intended to be communicated outside BDH. In order to ensure maximum dissemination, BDH will use various means of communication, taking into account the existence of specific constraints such as remoteness or the multiplicity of recipients to be reached.

Awareness-raising sessions on the Charter's principles and requirements will be organized for BDH's buyers, as well as for the social auditors in charge of verifying the Charter's correct application on manufacturing sites and suppliers.

### 5. Environmental Protection

#### 5.1. Collection of Hazardous Products

BDH is affiliated with *Corepile*, a French battery collection and recycling initiative. All employees are encouraged to deposit used batteries (both professional and personal) in designated collection points. Used batteries from returned devices (maintenance, repair, RMA, etc.) are also collected and sent to one of 11 authorized recycling centers in France.