



POP SOLUTIONS

LET'S WORK TOGETHER
WITH CIRCULARITY IN MIND

UP FOR THIS CHALLENGE?

- Charter for Collective Environmental,
Social and Governance Responsibility

August 2024



OUR MISSION

To boost brand visibility at the point of sale, **POP SOLUTIONS IMAGINES AND PRODUCES INNOVATIVE, MULTI-MATERIAL & CIRCULAR POS SOLUTIONS** that arouse customer curiosity, help to create new shopping experiences, and increase sales ●

WHERE WE STAND

“We aim at helping our stakeholders – mostly suppliers and clients – meeting their sustainability objectives as we try as well. Let’s be stronger together ! In particular, we want to meet all existing and coming requirements within the framework of the European Green Deal, i.e. the Corporate Sustainability Reporting (aligned with the already active CSRD). It includes the POS Solutions as part of the scope 3 with product environmental footprint (PEF) and antideforestation law (EUDR). We also anticipate the Corporate Sustainability Due Diligence Directive (CS3D) starting in 2027.”



● **Apolline de PATOUL**
| Sustainability coordinator
| at POP Solutions

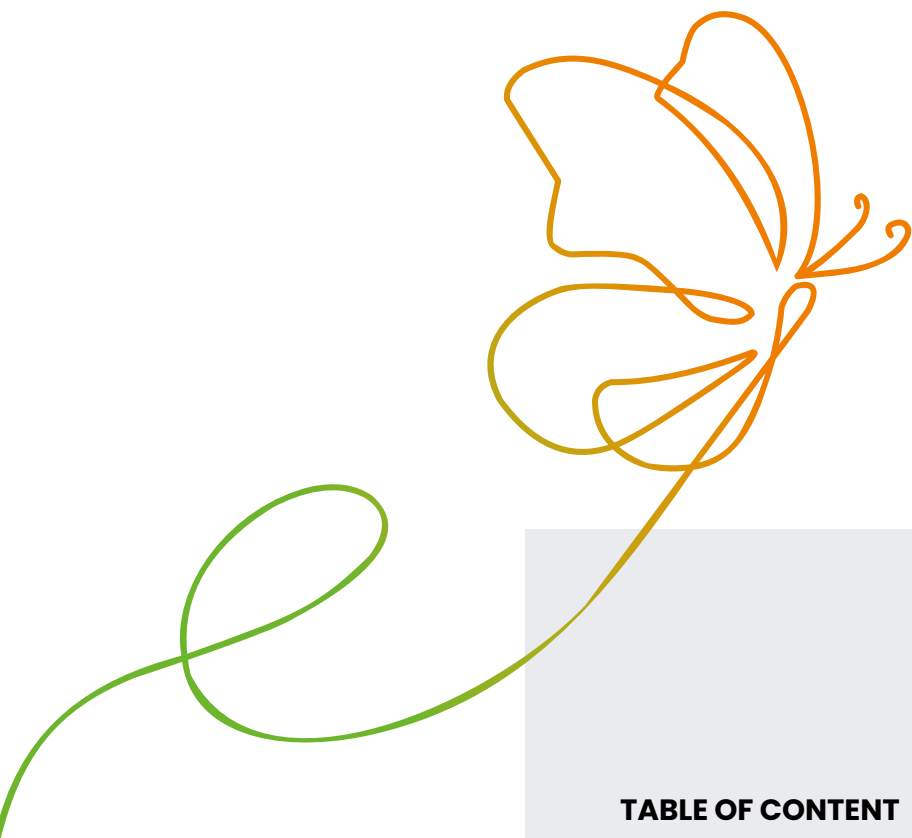


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INTRODUCTION

At POP Solutions, our success and growth are driven not only by the quality of our products and services but also by the environmental, social and ethics values we uphold. These values guide our interactions with employees, customers, suppliers, and all other stakeholders, forming the foundation of our business practices and relationships.

We believe that taking actions further is taking actions together.

This is why, we extend these expectations to our partners – including suppliers, subcontractors, and service providers – encouraging them to share and commit to the engagement outlined in this Charter. Adhering to the following commitments and openness to dialogue are increasingly essential in our supplier selection process.

Moreover, in alignment with duty of sustainable regulations, we expect our partners to ensure that their own upstream suppliers, subcontractors, and partners also comply with these standards.

By fostering a network of responsible and ethically aligned partners, we collectively contribute to sustainable and principled business practices that benefit all stakeholders involved.



CALL FOR A COLLECTIVE COMMITMENT

In this evolving world where mentalities are adapting, sustainability challenges require actions from all of us. While everyone shares responsibility, we can also **be part of the solution, embracing collaboration.**

POP Solutions commitment to act responsibly starts with adherence to the 10 fundamental principles, set forth by the United Nations Global Compact (UNGC), ensuring socially, environmentally and ethically responsible practices. We encourage our partners to also publicly adhere to these 10 principles.

We measure our company and products footprints, develop eco-designed products, and we report annually to Ecovadis, an independent evaluator based on international sustainability standards. We are also committed to reducing our carbon footprint and mitigating environmental impact ([link to our Sustainability web page](#)).

Since years, we recognize the importance of responsible procurement. **To achieve these above, we aim to work closely with partners who share our vision, implementing necessary practices that create mutual value.**



We understand that our suppliers may vary in their current level of sustainability maturity. Hence, we encourage and support you in **developing your own sustainable strategies**. In this path, we are dedicated to maintaining **active and transparent communication** with our suppliers and to **provide information** to support them in measuring their CO2eq emissions. We believe that an **open dialogue** and **exchange of ideas** on how to reduce greenhouse gases (GHG) emissions, as well as **sharing relevant information on raising environmental awareness**, are key to the success of this joint project.

Do you already subscribe to the 10 fundamental principles of the UNGC global compact?

☐ Yes ☐ No ☐ Planning to? date :

3

PARTNERS ENGAGEMENT

To limit the environmental impact of our operations and promote sustainable practices within our stakeholders, our engagement implies to actively engage with current partners and collaborate on our shared decarbonisation journey. Inclusion of partners within this carbon reduction strategy is paramount, given that POP Solutions strives to promote sustainable practices across its entire value chain.

More concretely, we expect our partners to engage to the following environmental , social , and governance commitments.

a. Environmental commitment

We would like to invite our partners to embark with us on our shared decarbonisation journey. It implies an environmental plan, a company footprint assessment, a data collection and monitoring, as well as a reduction roadmap.

- **Implementing an environmental plan**

We recommend that you, as partner, define a clear plan to limit your impact on the environment. This involves identifying environmental risks and opportunities, defining related actions, and monitoring progress on annual basis. Which includes pursuing a responsible procurement policy to bring transparency and visibility into upstream GHG emissions. **We seek to collaborate with suppliers who promote innovation and environmental advancements.**

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :

comprehensive
accurate
data

-55%
EU emissions
by 2030

- **Implementing a carbon footprint assessment**

As an initial step towards decarbonisation, we encourage you, as partner, to measure or be in the process of measuring your carbon footprint, covering on Scopes 1, 2, and 3.

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :

- **Collecting and sharing data's**

To perform our carbon footprint assessment, POP Solutions aims to enhance supply chain traceability and to improve carbon footprint reporting. **We seek your collaboration in gathering detailed data on your carbon emissions**, emphasising transparency and accountability. We also expect our suppliers to provide comprehensive and accurate data relevant to their sector activity with us (see appendices).

Sector 1: RAW MATERIALS

Sector 2: TRANSPORT & LOGISTICS

Sector 3: WASTE

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :

- **Setting a carbon reduction strategy**

To align with our initiatives, we look forward to seeing our stakeholders define or begin defining their carbon reduction initiatives. We recommend our partners to set reduction targets in alignment with the **European climate law** to reach the climate goal of reducing by at least 55% EU emissions by 2030.

We believe that meaningful action is required across all aspects of business operations to significantly reduce carbon footprints. Therefore, we recommend that you, as our partner, focus on the following key areas:

Incoming Activity: Procurement of recycled and sustainably sourced materials to reduce the carbon impact of raw materials. This includes engaging with suppliers who share a commitment to sustainability and ensuring that a substantial percentage of materials are recycled or have a lower environmental impact.

Internal Activity: Transition to renewable energy sources for internal operations, including manufacturing processes and office facilities. This involves investing in green energy solutions, improving energy efficiency, and reducing overall energy consumption.

Outgoing Activity: Enhance the recyclability of materials and products by designing for circularity. This includes increasing the use of recyclable materials, reducing single-use plastics, and exploring product life extension initiatives such as renovation, reuse, or remanufacturing.

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :

(Optional) Please, answer the following question:

How could POP Solutions contribute to achieving your organisation's sustainability objectives?

.....
.....



b. Social commitment

POP Solutions is committed to contract legal employment and to ensuring that the dignity and equality of its employees are respected. It will refrain from any form of discrimination in recruitment, promotion, pay, performance appraisal or any other term or condition of employment. We also include diversity in employment.

We therefore ask our suppliers to respect:

- **Human Rights**, as set out in the Universal Declaration of Human Rights.
- **International Rights**, concerning working conditions.
- **Local Laws and Regulations**, relating to labor and employment, including:
 - Minimum wage and overtime pay
 - Maximum working hours and compulsory breaks
 - Rest days
 - Freedom of association and the right to bargain collectively

POP Solutions partners are expected to ensure equal access to employment and equal pay without discrimination. They are also encouraged to verify that their own subcontractors and partners comply with relevant regulations. We may require you to provide documents proving that these expectations have been met.

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :

Trace
the value
chain

Anti-corruption
policies

c. Governance commitment

- **Transparency in the value chain**

As partner, you undertake to provide us with the information we could request for traceability purpose and to authorise visits commissioned by POP Solutions, focusing on highlighting success areas, identifying action items, and assessing risks within the context of our sustainability targets.

Should it occur, we would require precise information to be provided, in particular on the characteristics of the supplied resources or products, processes used and production sites. POP Solutions expects information that is accurate, honest, and free from any false or exaggerated claims.

- **Working regulations & anti-corruption**

POP Solutions is promoting the usage of a working regulations to protect employees from any form of moral or sexual harassment or intimidation.

Partners are expected to adhere to anti-corruption policies, ensuring transparency and integrity in all business dealings, and prohibiting any form of bribery, fraud, or unethical practices.

We encourage you, as partner, to pursue a fair, ethical, and respectful relationships with their employees guarantee by a **whistleblower procedure**.

- **Information management**

POP Solutions complies with data protection laws, including GDPR, requiring the safeguarding of personal data, information security, respect for privacy rights, and prevention of data breaches. We expect our partners to share and promote these practices.

Have you begun working on this point yet?

☐ Yes ☐ No ☐ Planning to? date :



CONCLUSION

At POP Solutions, we recognise the urgency and complexity of the environmental challenges we face by 2030.

BUT THREE CAN DO BETTER THAN ONE. We need to work with all our partners (brands, distributors and suppliers), through trial, error and learning process. It is, and will remain, an ongoing construction process.

We are dedicated to fostering **open dialogue** and sharing these critical issues with our employees, collaborators, and shareholders to **ensure a collective understanding and commitment**.

In addition to meeting quality and price requirements, POP Solutions pledges to **prioritise sustainable practices and values**, collaborating with partners who uphold these principles. We encourage the maintenance of an open business environment, preserving the competitiveness of the market.

We strive to create a more sustainable future by integrating ethical and responsible purchasing into every aspect of our operations, ensuring our collective efforts contribute to meaningful environmental and social progress. Our commitment to ethical business management is at the core of our organisation, and we expect to **work with partners who share and align with these values**.

☐ Ready to kickstart the conversation on those key ESG topics?



SIGNATURE

The undersigned hereby confirms that:

1. He/She acknowledges receipt of and have fully understood the POP Solutions' Charter;
2. His/her company adhere to the principles of this charter and undertake to implement them. Failure to do so will be considered as a breach of your engagements;
3. He/She passes on this information to his/her employees, partners, and subcontractors, ensuring that they comply with these principles

Company name:

.....

Name of the representative:

.....

Function of the representative:

.....

Place:

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

Signature:

If you have any questions, need further information, or seek advice, please do not hesitate to contact our Sustainability Manager: thierry.pauwels@pop-solutions.be, and ESG officer: apoline.depatoul@pop-solutions.be



APPENDICES

Data Collection Guide

To perform our carbon footprint assessment, we need data related to different sector of activity. Please, find below an explanation of the type of data required by sector.

SECTOR 1 RAW MATERIALS

- We need information about the components and raw materials composing your products:
 - Type of supply : steel, aluminum, plastic, inks, chemicals, machines, etc.
 - Quantity of each
 - Unit : Kg, m³, litres, etc. (if not available : K€)
 - Is it a recycled product?
 - How the product was delivered and from where : transport type & origin of the product delivered
 - If possible, the carbon footprint data related to the delivered product
 - If possible, the consumption of the energy used for your production: total electricity consumption of the firm / turnover of the product quantity delivered to us

Example
of data
required:

INFO	EXEMPLES
Type of raw material (as precise as possible)	Plastic plexiglas
Quantity	10 000
Unit	kg
Recyclability rate of original product	recycled at 80%
Carbon data related to products	100 kgCO ₂ e /unit of product sold
Scope 1 and 2 for the energies used for your products (calculated using the turnover ratio)	500 MWh of grey electricity used by Supplier, Product sold to POP Solutions = 5% of turnover
Details of production route/origin of product	Electric car /from poland

SECTOR 2 TRANSPORT & LOGISTIC

- Transport of raw materials to our facilities:
 - Weight of the parcels (tons)
 - Distance between your facilities at the point of delivery (km)

Note: if the distance is unknown, the location of the supplier is sufficient. We will calculate the distance based on the location.
 - Mode of transport (truck, plane, train, boat, etc.)
 - Type of supply (type of materials – plastic, metal sheets, etc.)

Example
of data
required:

INFO	EXEMPLES
Ideal consumption/telemetry for your products	8.2 l of petrol for delivery on 21/07/2024
Point of departure and arrival/distance travelled	80 km
Weight of products transported, including packaging (e.g. pallets)	150 kg including pallets
Type of fuel and Truck information	Diesel

SECTOR 3 WASTE

- To perform our carbon footprint assessment, we need data related to waste generated during our activity.

Types of data's :

 - Types of waste (cardboard, glass, pvc,, ...)
 - Quantity generated per month (tones)
 - Transport frequency per month
 - End of life of the waste (recycling/incineration/landfill)

Example
of data
required:

TYPE OF WASTE	DATE	QUANTITY (TONES)	TRANSPORT FREQUENCY	END OF LIFE
Cardboard	01-2024	3	2	Recycling