

SUSTAINABLE

PURCHASING CHARTER



FDJ UNITED 

FDJ UNITED is a major player in the gaming and gambling industry, with a broad portfolio of iconic brands and recognized technological excellence.



As the successor to the National Lottery, which was created in 1933 to help those wounded in World War I, social responsibility and solidarity have been at the heart of La Française des Jeux, the parent company of the FDJ UNITED group (the "Group" or "FDJ UNITED"), since its inception.

In 2025, FDJ UNITED became an international player and adopted a new "purpose" that confirms its determination to develop a model combining performance, sustainability, and social utility:



Inspire the future of safe and entertaining lottery, gaming and betting with positive impacts on society

In line with its CSR policy and purpose, FDJ UNITED is committed to a sustainable purchasing approach.

This approach is aligned with the international standard ISO 20400 2017, which establishes guidelines for integrating social responsibility into procurement processes.

Based on this standard, La Française des Jeux has been certified "**Sustainable Supplier Relations and Purchasing**" in France since 2021.

This approach reflects the Group's commitment to ethical, sustainable, and balanced purchasing practices with its suppliers.



20400:2017



Dear suppliers,

The social and environmental impacts of companies are closely linked to their supply chain. The supplier relationship is an essential lever for ensuring ethical and sustainable practices.

This dynamic is accompanied by a rapidly evolving European regulatory framework, marked by the entry into force of the Corporate Sustainability Reporting Directive (CSRD) in 2025, and soon the Corporate Sustainability Due Diligence Directive (CS3D). These directives already impose increased requirements on companies in terms of transparency and non-financial vigilance.

As part of its purchasing policy, FDJ UNITED has for several years incorporated a structured approach to managing CSR risks related to its purchases and suppliers.

Because these issues concern us all, we consider our suppliers to be key partners in making sustainable performance a common goal.



A sustainable supply chain is based on committed and transparent partnerships: let's make our collaboration a lever for sustainable performance.

I am therefore counting on your close collaboration to support FDJ UNITED in managing its risks through the joint development of sustainable solutions in a genuine spirit of continuous improvement.

Guillaume Antier
Group Purchasing Director.

Our commitments at the heart of our supplier relationships.

This CSR commitment charter for our suppliers embodies our ambition to make responsibility a cornerstone of our collaboration.

These social and environmental commitments guide and define our practices in the context of our activities.

By signing it, you affirm your commitment to working alongside us.

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1. JOINT COMMITMENTS

As part of a process of continuous improvement aimed at enhancing the Group's non-financial performance, the CSR policy and sustainable purchasing approach have been strengthened over the years in social, societal, and environmental areas. FDJ UNITED involves its suppliers in the implementation of a joint progress initiative to:

- Promote open and constructive dialogue throughout commercial and contractual relationships on the supplier's ability to meet the commitments defined in this charter.
- Define and monitor, throughout commercial and contractual relationships, the progress actions necessary to meet the commitments defined in this charter.
- Share their experiences and innovations and collaborate in the implementation of concrete environmental, social, and societal actions,
- Participate in various labels and certifications.

It is in this spirit that FDJ UNITED wishes to mobilize all its suppliers to commit to this approach.

2. SUPPLIER COMMITMENTS

This Sustainable Purchasing charter formalizes FDJ UNITED's expectations towards its suppliers in terms of ethics, anti-corruption, respect for human rights, and preservation of the environment and biodiversity.

It complements the Group's Ethics Charter, Anti-Corruption Code of Conduct, and Human Rights Policy.

By adhering to this charter, the supplier undertakes to comply with and implement all the principles set out therein in the conduct of its activities for the Group, without prejudice to the applicable contractual provisions and national legislation. It also undertakes to do everything possible to ensure that the persons with whom it contracts in the course of its activities for FDJ UNITED (including, in particular, its subcontractors, service providers, suppliers, and consultants) subscribe to commitments equivalent to those stipulated in this charter and comply with them.

FDJ UNITED requires its suppliers to comply with the principles set out below and to undertake to do everything in their power to implement them throughout their value chain in a transparent manner.

a. Ethics and anti-corruption

The supplier undertakes to comply with the highest standards of integrity and anti-corruption compliance in the conduct of its business and to apply standards at least equivalent to those of the Group (see the Group's Ethics Charter and Anti-Corruption Code of Conduct, available at <https://www.fdjunited.com/fr/ethique-et-conformite/>).

b. Human Rights

FDJ UNITED respects internationally recognized fundamental human rights and strives to implement the necessary measures to identify and prevent potential negative impacts or remedy existing negative impacts related to its own activities or those of its value chain. FDJ UNITED's Human Rights Policy can be viewed via the following link: <https://www.fdjunited.com/fr/ethique-et-conformite/>

As such, the supplier undertakes to comply with FDJ UNITED's Human Rights Policy, in line with the following international reference texts, and ensures that its own suppliers do the same in the conduct of their activities for FDJ UNITED: the Declaration of the International Labor Organization, the Universal Declaration of Human Rights, the United Nations Guiding Principles, the Tripartite Declaration of Principles and the OECD Guidelines, as well as the regulations in force in the countries in which the supplier operates.

The supplier shall ensure that it adopts exemplary behavior in terms of social responsibility, in particular by :

PROHIBITION of the use of forced or compulsory labor and mistreatment of employees. This includes the prohibition of all forms of modern slavery and human trafficking.

THE ELIMINATION of child labor, i.e., the employment of persons under the age of 15 or under the age at which compulsory education ends, or who have not reached the legal working age in the country, whichever is higher.

THE ABSENCE of discrimination : no distinction, exclusion, or preference shall be based on gender, age, language, religion, sexual orientation, cultural or social origin, political opinion, or disability.

RESPECT for health and safety by ensuring healthy, safe, and dignified working conditions and environments for its own staff.

PROVIDING decent minimum wage and working hours by paying a minimum wage that meets basic needs and complying with the regulations of the countries in which it operates in terms of working hours and rest periods.

RESPECTING freedom of expression, freedom of association, and the right to collective bargaining.

c. Diversity and inclusion

FDJ UNITED is committed to equality, diversity, and inclusion in line with international standards on human rights, non-discrimination, and equal opportunities, particularly those defined by the International Labor Organization (ILO) and the United Nations. In France, this policy has been recognized since 2013 with the award of the Diversity and Professional Equality label and, since 2017, the Professional Equality between Women and Men label. In line with this, FDJ UNITED encourages its suppliers to adopt a proactive policy promoting professional equality and inclusion in all its forms for people who are distant from the job market, in particular through commercial collaborations with inclusive structures.

Finally, in accordance with European Directive No. 2019/882 of April 17, 2019, on accessibility requirements for products and services, such as the Web Content Accessibility Guidelines (WCAG), FDJ UNITED requires its suppliers to comply with the accessibility requirements applicable to all products and services covered by the directive that they may supply to it.

d. Preservation of the climate, biodiversity, and natural resources

FDJ UNITED is committed to minimizing the direct or indirect negative impacts that its activities may have on the environment and to continuously improving its environmental performance. FDJ UNITED is committed to following a path of reducing its carbon emissions and recommends that its suppliers follow a similar path. The supplier undertakes to comply with the environmental laws and regulations in force in the countries where it operates on behalf of FDJ UNITED and, in particular, to obtain and comply with all necessary environmental permits, authorizations, and registrations.

It undertakes to identify and minimize the environmental impacts of its products and services throughout their life cycle while maintaining and/or improving their quality, in particular:

- Controlling its greenhouse gas emissions: the supplier undertakes to implement a process for monitoring and reducing its emissions. It will provide the Group, upon request, with its most recent carbon footprint or, if it does not produce one, the activity information requested by FDJ UNITED relating to the services provided and/or goods supplied.
- By optimizing its energy consumption,
- By applying the principles of eco-design and circular economy at every stage of the life cycle of its products or services. It also undertakes to provide the Group, upon request, with Life Cycle Assessments (LCAs) to demonstrate and justify the associated environmental impacts. This analysis must be accompanied by any information that can be used to justify the accuracy of the results (emission factors, estimates, etc.).
- By reducing and optimizing the use of raw materials for its supplies and the manufacture of its products and packaging, while promoting the use of recycled and/or reconditioned raw materials,
- By ensuring the traceability of the raw materials used and providing the relevant information at the Group's request.
- By managing and reducing the impact of its activities on biodiversity.
- By reducing the release of pollutants, particularly those considered hazardous, into water, air, and soil.
- By reducing the waste generated during the various stages of its activity.
- Complying with regulations relating to the collection, treatment, and end-of-life management of the Group's waste within the framework of extended producer responsibility (EPR) schemes; if applicable, the supplier shall, at the request of FDJ UNITED, provide information on the quantities of waste generated and end-of-life management,

- Complying with applicable laws and regulations regarding product composition information, including those concerning chemical or hazardous substances.

3. COMPLIANCE WITH THE CHARTER - CONTROL AND ACCESS TO INFORMATION

This Charter forms an integral part of the contractual provisions agreed between FDJ UNITED and the supplier.

The supplier undertakes to comply with and ensure that its employees, subcontractors, suppliers, and business partners comply with the principles set out in this charter.

In order to guarantee compliance with the principles of the supplier's commitments referred to in point "2. Supplier commitments" above, throughout the duration of the contract, the supplier shall provide the Group, upon request and at any time, with all the information necessary to establish such compliance.

The supplier also undertakes to carry out, at the Group's request, an assessment of its CSR performance, based on the ISO 26000 standard or equivalent, conducted by an independent third party (e.g., Ecovadis, Afnor, or via specific FDJ UNITED questionnaires). This assessment aims to identify any alerts or areas for vigilance.

FDJ UNITED or its authorized representative, whether internal or external, shall have the right to monitor the supplier and its subcontractors in order to assess the compliance of the supplier and its own suppliers and subcontractors with the supplier's commitments mentioned in section "2. Supplier commitments." This includes on-site inspections after reasonable notice (where possible in the circumstances), conducting questionnaires and interviews with freely chosen workers at the supplier's premises, manufacturing sites, and/or other locations where work is carried out on behalf of the supplier as part of its activities for the Group.

The supplier undertakes to do everything possible to ensure that its own suppliers and subcontractors receive internal or external auditors who may be appointed by FDJ UNITED to verify compliance with its commitments.

In the event of non-compliance or areas for improvement identified as a result of the assessment or monitoring activities, or in the event of a breach of the commitments set out in this Charter, the supplier undertakes to implement a corrective action plan, in consultation with FDJ UNITED.

In the event that the supplier is unable to comply with certain provisions of the charter due to special circumstances, or has reason to believe that it has failed, or that one of its subcontractors has failed, to comply with the above principles of commitment, it shall be required to immediately notify the Group in order to agree on the corrective measures to be implemented.

FDJ UNITED may assist the supplier in implementing the commitments and remedying any non-compliance.

Any serious breach by the supplier of the principles set out in this charter will constitute a breach of its contractual obligations and will be subject to a joint in-depth analysis in order to define the actions to be taken with a view to quickly resolving these discrepancies. If the supplier refuses to implement a process for improvement to remedy these discrepancies, or if these discrepancies persist, FDJ UNITED reserves the right to terminate the contract with the supplier.

4. ALERT AND COLLECTION OF REPORTS

FDJ UNITED has set up a reporting system open to everyone, including suppliers and its own suppliers and subcontractors involved in activities for the Group.

This system covers the reporting of conduct that contravenes the principles or procedures set out in this Supplier CSR Commitment Charter, the Ethics Charter, the Anti-Corruption Code of Conduct, and the FDJ UNITED Human Rights Policy.

This system is accessible at the following address:

<https://fdjuned.integrityline.fr/>

It guarantees not only the confidentiality of the identity of the person making the report, but also the confidentiality of the identity of the persons targeted by the alert and the information collected in this context.

Contact : **sustainablepurchasing@fdjuned.com**

In order to enter into a business relationship with a Group entity, the supplier below certifies that it will comply with this CSR charter and its requirements.

Company name:

Signatory's first and last name :

Title :

Date :

Signature :