



## Michelin Purchasing

Dear Partner,

Michelin's purpose "We care about giving people a better way forward" is defined by our relentless contribution to the progress of mobility of people and goods and by our company values. This is the foundation that unites us and ensures we always choose the sustainable and responsible way.

In line with this context, we would like to announce the launch of a new version of our **Michelin Code of Ethics: Acting Ethically Every Day** – [ethique.michelin.com/en](https://ethique.michelin.com/en). This Code aims to help our employees and partners to adopt appropriate behaviors in relation to certain work situations, that may be considered as a risk for themselves or for Michelin. All the right behaviors, including a reminder of the Group's fundamental values and guidelines governing the decisions of employees and stakeholders, are described there. This Code of Ethics addresses a large range of possible ethical violations, such as psychological and sexual harassment, discrimination, fraud, corruption, theft, conflicts of interest, fair dealing, disregard for safety and other unethical behavior.

Michelin encourages its customers, suppliers and other partners to adhere to this Code.

Aside the announcement of this Code, we remind you that we request our suppliers to respect the **Michelin Purchasing Principles**. These Principles have been updated end 2020 ([purchasing.michelin.com/en/purchasing-principles](https://purchasing.michelin.com/en/purchasing-principles)). They are specifically addressed to suppliers and define requirements and expectations regarding laws and regulations people, environment and ethics. They are an integral part of every contract between a supplier and Michelin.

**Our updated Code of Ethics and Michelin Purchasing Principles reinforce our Zero Tolerance policy for any inappropriate behaviors, practices, acts or words, that may present risk for the individual and collective wellbeing or for Michelin. More so, we put at the disposal of everybody wishing to report any breach of the Michelin Code of Ethics the Michelin Ethics Line – Ethics Point.**

The Ethics Line is a confidential and secure reporting tool to assist Michelin, its employees, and its business partners (customers and suppliers). All alerts are reviewed and analyzed and, when appropriate, trigger an investigation process, which may lead to sanctions. The Ethics Line is managed by a specialized external service provider that is common for the whole Group (Navex Global) and is accessible 24 hours a day, 7 days a week as follows:- [michelingroup.ethicspoint.com](https://michelingroup.ethicspoint.com) It is accessible to everyone. It allows an alert to be raised, but also allows the author of the alert to follow an alert that has already been raised.

Fighting unethical behavior is not the responsibility of one, but rather collectively we must commit to ensuring the safety and well-being of all people, including our employees and business partners. We should all, within our organizations, lead by example and treat everyone with respect and dignity. Together, we can do this.

Respectfully,

**Hélène PAUL**  
Chief Procurement Officer



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