



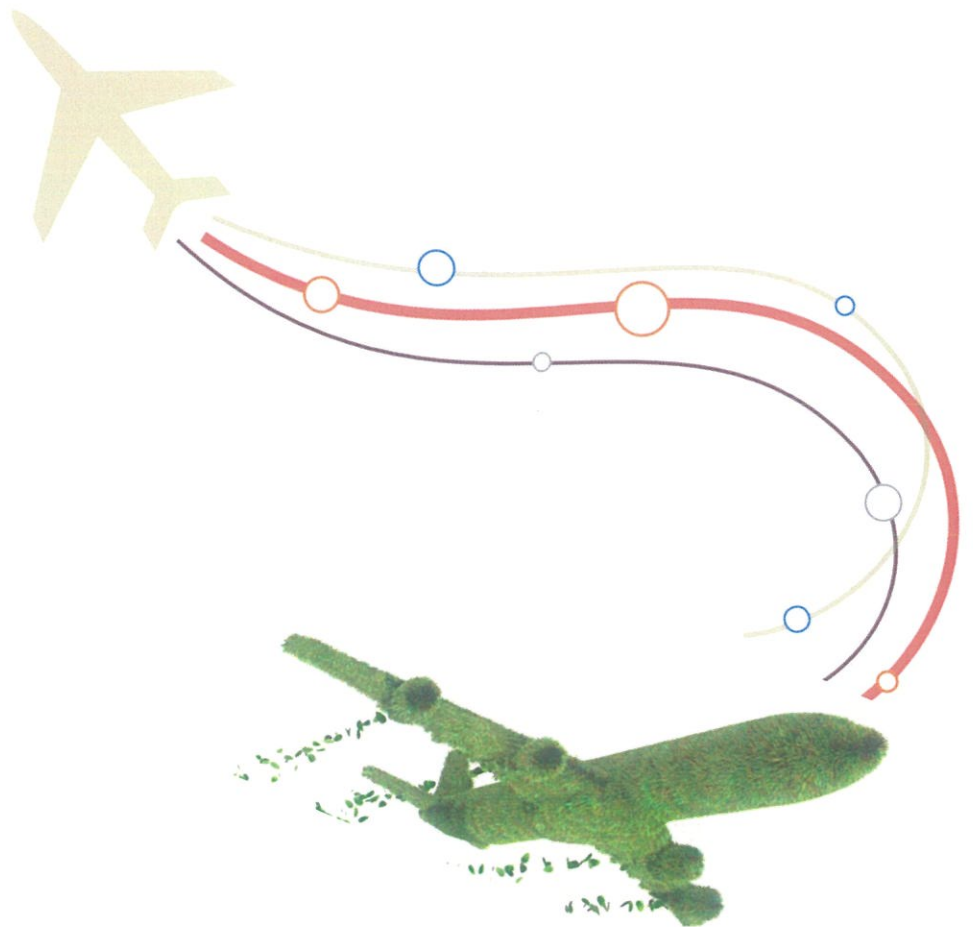




Responsible Purchasing Policy

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Word of Chairman and CEO of Royal Air Maroc



Royal Air Maroc, as an important and responsible national economic player, has placed sustainable development at the heart of its actions with the ambition of engaging its entire ecosystem in this path.

The national flag carrier structures its approach around the Sustainable Development Goals adopted by the UN, thus favoring a common action framework to describe its CSR commitments and share them with its partners.

It is within this context that the Responsible Purchasing Policy is assigned, which is an essential component of the principles of action carried out by the Company as part of its CSR approach.

This is a great opportunity to reassess our needs and reinvent our processes in an innovative, responsible and efficient way.

Abdelhamid ADDOU

Our Responsible Purchasing Policy

According to the ISO 20400 standard: “Responsible purchasing represents an **opportunity** to bring **added value** to the organization by improving its **productivity**, evaluating its value and **performance**, facilitating **communication** between buyers, suppliers and all stakeholders, while encouraging **innovation**. »

The Responsible Purchasing Policy demonstrates our great desire to seize this opportunity and reflects our commitment to include sustainable and ethical purchasing practices into all our activities. It reflects the company's desire to take into consideration economic, social and environmental aspects in its procurement decisions.

Our Purchasing Policy is guided by four principles:

- Commitment to sustainable development and reduction of our environmental footprint;
- Selection of responsible suppliers and responsible management of our supply chain;
- Promotion of sustainable innovation and co-development;
- Respect of ethical standards and transparent communication.

Priority axes

Our Responsible Purchasing Policy is a mutual vector of national progress and innovation. It concerns all employees, stakeholders in the procurement process and our suppliers.

It is declined by an action plan around 4 axes:



- Local Procurement:

Favor local procurement, short circuits capable of contributing to social development and reducing the environmental footprint by structuring our needs to integrate national operators and contributing to the relocation around the aeronautical ecosystem.



- Encourage SMEs:

Small and medium-sized enterprises (SMEs) represent a significant part of the national economy.

RAM Group works to promote the emergence of a new generation of businesses and entrepreneurs and ensures that it encourages and supports SMEs to participate in tenders and improve their competitiveness.

The Group's direct suppliers are also called upon to support small and medium-sized businesses, particularly through subcontracting.



- Environment

The environmental aspect is a vital factor in the deployment of the Responsible Purchasing Policy. It is even a prerequisite for the survival and prosperity of humans and other living beings.

We ensure the prevention of pollution, the responsible use of resources, the mitigation of climate change and the protection of the environment and biodiversity.

- Innovation and agility:



- Innovation

Faced with market pressure and an uncertain global context, RAM Group ensures that innovation is at the heart of its economic performance; it is even one of the group's 6 values.

We drive innovation in our purchasing by encouraging suppliers to develop sustainable solutions and technologies.



- Agility

We make sure to understand, react and adapt quickly to any internal or external changes to the company. This starts with the continuous review of our processes and the adaptation of our needs to align with the national and international market.

We encourage suppliers to demonstrate anticipation, creativity and a continued proactive attitude.



Commitments in terms of responsible purchasing

Procurement and General Affairs Division ensures that the following commitments are respected and implemented by our employees and suppliers.

- Respect of human rights
- Development of human capital
- Respect of the environment
- Fairness of practices
- Data protection and privacy of its customers and suppliers
- Respect of the principles of health, safety and hygiene at work
- Continuous partnership and improvement
- Respect of payment deadlines

These commitments are detailed in the Responsible Purchasing Charter published by the Company.