

## CODE OF CONDUCT

### FOR SUPPLIERS AND SUBCONTRACTORS

#### GENERAL POLICY

The Code of Conduct for Suppliers and Subcontractors of Groupe GM aims to establish a commitment between both parties to the principles of the Universal Declaration of Human Rights, the Conventions of the International Labor Organization and the National and Community Legislation, which must be applied to their commercial activities.

Its acceptance and compliance are a contractual obligation.

Groupe GM intends to work with its suppliers and subcontractors, integrating them into its social and environmental concerns, with a view to guarantee the sustainable development of the business. Groupe GM intends to guarantee its customers that the products and service provided is made in conditions that respect human rights and environment.

Groupe GM seeks to establish trustworthy and lasting relationships with suppliers and subcontractors, based on a spirit of cooperation that promotes the principles cited in this Code of Conduct.

#### GROUPE GM'S COMMITMENTS TO ITS SUPPLIERS

##### Supplier selection

The selection of Suppliers is done transparently, according to quality, service, performance, environmental standards, good conduct, and the purchasing process is carried out in a fair and impartial manner.

Groupe GM ensures, wherever possible, to develop its business with suppliers already committed to sustainable development or willing to take initiatives in this area.

##### Ethical Behaviour

Groupe GM employees undertake to:

- Not to have a conflict of interest in their relations with Suppliers
- Refuse any remuneration, service or direct or indirect financial advantage likely to call into question their independence, objectivity or partiality.

##### Intellectual property and personal data

Groupe GM is committed to:

- Respect the intellectual property rights of Suppliers
- Ensure the protection of Suppliers' personal data which may be collected and processed.

Algotherrm

ALQVIMIA

ANNE SEMONIN

Atelier Cologne

AZZARO

BENAMÖR

CASTELBEL

CINQ MONDES

CLARINS

CODAGE

COMPAGNIE DE PROVENCE

EDITIONS DE PARFUMS FREDERIC MALLE

Fragonard

GEMOLOGY

HEI POA

HUGGENS

INES DE LA FRESSANGE

Le Petit Prince

LIU MING TANG

MAINE

MUGLER

NUXE

omnisens

PASCAL MORABITO

Perricone MD

PHYTOMER

SALENTUM

SUNDARI

TERRAÉ

TRUSSARDI

Typology.

VINÉSIME

AMMO

AMU'IN

BIENVENUE

DAMANA

island

KEJI

3+

NATIE

n.ki

OCEAN

Algothem

ALQVIMIA

ANNE SEMONIN

Atelier Cologne

AZZARO

BENAMOR

CASTELBEL

CINQ MONDES

LARINS

CODAGE

COMPAGNIE DE PROVENCE

EDITIONS DE PARFUMS FREDERIC MALLE

Fragonard

GEMOLOGY

HEI POK

HUYGENS

IMES DE LA FRESSANGE

Le Petit Palmier

LU MING TANG

MINE

MUGLER

NUXE

omnisens

PASCAL MORABITO

Perricone MD

PHYTOMER

SALENTUM

SUNDARI

TERRARÉ

TRUSSARDI

Typology

VINESIA

AMMO

AMUN

BIENVENUE

DAMANA

island

KEJI

+

ki

OCEAN

SCANDINAVIAN WHITE

# GROUPE GM

# GROUPE GM

COSMÉTIQUES FRANCE

# GROUPE GM

COSMÉTICA PORTUGAL SA

## SUPPLIER'S COMMITMENTS TO GROUPE GM

### Social commitments

In the development of its activity the Supplier must respect, in any circumstance, the following requirements:

Child Labor (minors) - Child labor is not tolerable. Employees shall not be less than the minimum age defined by the Country Legislation:

- The Supplier undertakes to comply with all the Legislation applicable to the work of minors;
- The Supplier undertakes to keep records proving the date of birth of each employee;
- The Supplier implements repair procedures for children who are found working in situations that fit the definition of "child labor".

Forced Labor - will not be tolerated in any form - The Supplier will not allow acts that fall within the definition of forced labor (any work or service that is extracted from any person under the threat of any penalty for which that person has not volunteered, or whose work or service is required as means of payment of previous debt).

Work Environment - The Supplier must take the necessary measures to ensure a safe and healthy working environment for all employees.

Discrimination - The Supplier shall not involve, or support discrimination based on race, caste, nationality, religion, sex, sexual orientation, political or trade union affiliation regarding recruitment, remuneration, access to training, promotion, and retirement of employees.

Disciplinary practices - The Supplier shall not engage in or support the use of body, mental or physical coercion or verbal abuse.

Working hours - The Supplier shall ensure compliance with the Legislation applicable to this requirement.

Remuneration - The Supplier must pay its employees in accordance with the provisions of the respective Legislation.

### Environmental commitments

Groupe GM is committed to improve the environment where it is inserted and on which it depends, also, identify the main environmental aspects arising from its activity to implement measures that promote the prevention and minimization of associated impacts. Thus, it is intended that the Supplier also undertakes to promote a culture of respect for the environment, establishing and implementing management practices of its environmental aspects, in a perspective of continuous improvement of its environmental performance.

Consequently, the Supplier is invited to respect and ensure that their own Suppliers respect the following practices:

- Improve the environmental performance of production sites, through the adequate treatment of waste, the sustainable management of resources, the elimination of air, water and soil pollution, the reduction of gas emissions greenhouse effect, promoting the use of renewable energies and reducing their water and energy consumption;
- Consider and minimize potential environmental risks.





Ethical commitments

The Supplier must ensure that they carry out their activities in accordance with the principles of loyalty, integrity and fairness and communicate transparent information.

1. Right to alert and absence of reprisals

The Supplier undertakes to encourage their staff to alert or denounce any violation of regulations or ethical standards observed, without fear of reprisals.

2. Conflict of interest

The Supplier must avoid any situation involving a conflict between its personal, financial, or other interests and the interests of Groupe GM.

3. Fight against corruption

The Supplier takes charge to comply with all applicable laws and regulations regarding corruption in all its forms, including extortion and bribery, and money laundering.

4. Responsible taxpayer

The Supplier assumes to pay all taxes for which they may be liable in the different countries where they carry out their activities.

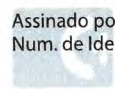
Responsibility

Groupe GM's main Suppliers are visited periodically, to evaluate and monitor management and to control processes, quality and environment system and good practices implementation. In the audits carried out, with an internal team, opportunities for improvement and eventual non-conformities are identified, for which corrective action plans are defined.

In the event of non-compliance and/or when the Supplier is not available to undertake the proposed actions, Groupe GM reserves the right to ask questions or perform more in-depth research on all Suppliers to ensure compliance with the commitments outlined above. Failure to comply with the principles and statements set out in this Code of Conduct will result in a conversation with the supplier and may lead to an official warning, suspension, or termination of the partnership.

  
GROUPE GM

Assinado por: **MARIA PINTO LOBO MAIA**  
Num. de Identificação: 14575844



*Maria Pinto Lobo Maia*



I, undersigned, \_\_\_\_\_, as \_\_\_\_\_ of society \_\_\_\_\_ hereby certify:

- That we have received and read the Supplier Code of Conduct.
- That we are committed to respecting its principles.

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Signature and stamp: