Sustainable supply chain management policy
in line with ESG principles

The mission of the Global Cosmed Group is to provide the highest quality products, created by people for people, using the latest technologies and with care for the natural environment. As a group of companies,
it is guided by universally accepted principles of sustainable development as enshrined in such documents as the International Bill of Human Rights, the Declaration of the International Labour Organisation, and the UN Guiding Principles on Business and Human Rights. We have a responsibility to ensure that our business activities do not contribute, **directly or indirectly**, to human rights violations and environmental pollution.
**In this respect, we expect ourselves and our suppliers to respect the rights relating to the following areas:**

**Occupational safety:**

* the prohibition of child labour;
* the prohibition of forced labour as well as physical and psychological disciplinary practices, including bullying and harassment;
* gender equality and the prohibition of discrimination based on sex, age, race, religion, nationality, opinions, political beliefs, trade union membership, ethnic origin, disability, sexual orientation, temporary or permanent employment, full-time or part-time employment, or any other social or political criteria;
* the right to safe working conditions;
* the right to decent pay and rest;
* the right of freedom of association and dialogue.

**Environmental rights:**

* monitoring of the environmental impact of our activities, the analysis and assessment of the relating risks and opportunities, and taking mitigating measures;
* efforts for the decarbonisation and zero-emission in our operations in line with the Paris Agreement;
* protection of biodiversity and animal welfare;
* responsible handling of waste (including the implementation of the principles of the closed loop economy), water, and waste water;

and **full cooperation in the field of auditing ESG compliance** and, in the event of difficulties, seek for **dialogue** and joint efforts to develop ways towards full ESG compliance.

We are actively involved in ensuring compliance with the rules in force:

1. We **establish organisational structures** that are responsible for the relevant Policy areas, overseen by a designated Board Member, and managed on an ongoing basis by an Anti-Bribery & Corruption Compliance Officer.
2. We **monitor** compliance with the principles through annual supplier audits in accordance with an established procedure.
3. We **promote best practice** and support best practice initiatives.
4. We **educate** our suppliers and employees, showing how important ESG principles are for business development and fulfilling consumer and market expectations.
5. We provide a **whistleblowing scheme** for all stakeholders.
6. We **create and implement policies and procedures** governing the areas involving the highest risk of breaches, including the Anti-Corruption Policy, Whistleblowing Policy, Anti-Money Laundering and Countering the Financing of Terrorism Policy, Human Rights Policy, etc.