



ROBERTET
GROUPE

Responsible Purchasing Policy

2023





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01 GENERAL

Through its activities, the Robertet Group has an impact :

- *On the local communities it sources from.*
- *On the local environment, whether through the sourcing of plants or the transformation of these raw materials into extracts.*
- *On its employees through the decisions taken by the Group.*
- *On its customers.*

By taking these factors into account, the Group is able to gain an in-depth understanding of its role and responsibilities in society. In this way, it can better respond to the expectations of its stakeholders and the challenges it faces, while strengthening its resilience in the face of an increasingly uncertain, complex and changing environment. The CSR strategy is based on 5 pillars and covers the Group's entire value chain, addressing all impacts from the production of raw materials to the sale of products.

The 5 pillars are :

- *Responsible business practices*
- *Living terroirs*
- *Empowering people*
- *Responsible industrial sites*
- *Natural and innovative products*

The Group's CSR policy, from which the responsible purchasing policy is derived, is in place in each Group entity: subsidiary or joint venture, in order to deploy a strategy and disseminate requirements to all its stakeholders.

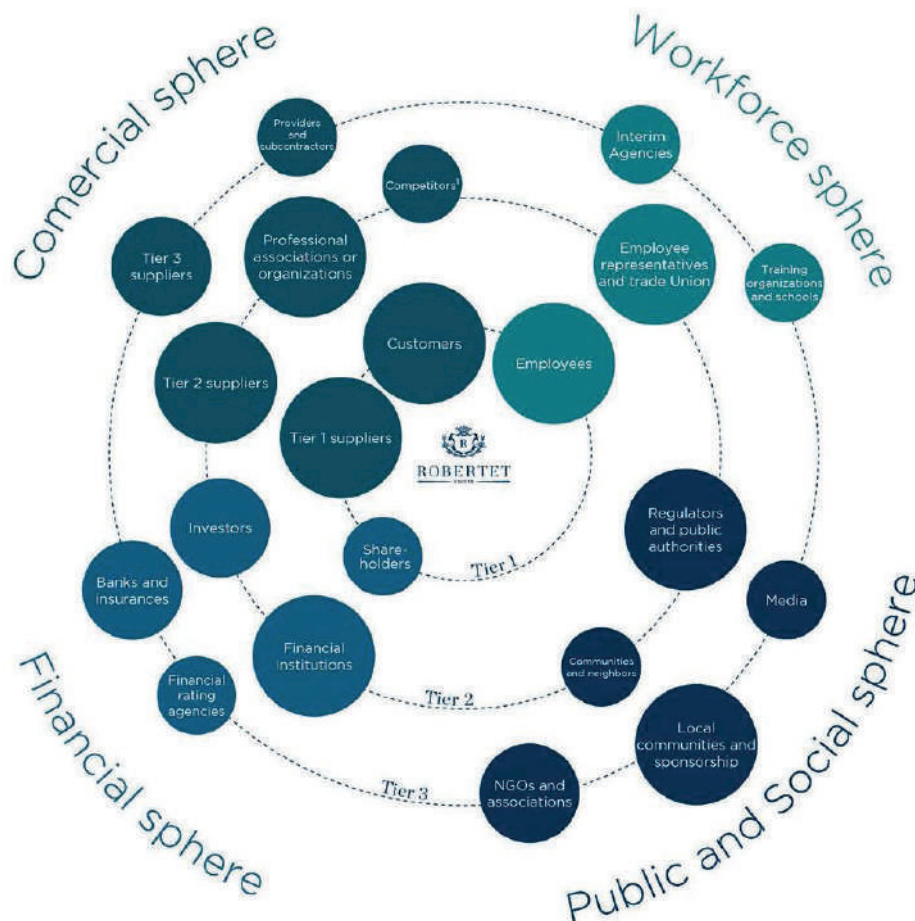


02 SCOPE AND OBJECTIVES

This Responsible Purchasing Policy describes the principles and standards we expect from all our suppliers and their stakeholders. We aim to work only with suppliers who adhere to these standards, and we require all of them to commit to them. This is why the Robertet Group favors long-term relationships with suppliers who share our values.

The Robertet Group operates in an environment made up of parties who have an influence on its business, strategy, values and ambitions. It is therefore essential for the Group to identify its stakeholders and understand their expectations, reasonable interests and information needs. Furthermore, the Robertet Group wishes to maintain an ongoing dialogue with public and private institutions to improve practices in the interests of its stakeholders. The map below lists the stakeholder categories with which the Robertet Group interacts on three levels to improve practices.

- **Level 1:** *the parties are directly necessary to the Group's operations and the sustainability of its offering.*
- **Level 2:** *the parties concerned may have a significant influence on a project or on the company.*
- **Level 3:** *the parties involved have limited or occasional influence on a project or business.*



Every aspect of this policy is centered on commitments to fundamental principles, which form both the basis and the vision for achieving our goals. These fundamental principles are based on international regulatory norms and standards, or on individual initiatives, such as:

- *International Labor Organization (ILO)*
- *Transparency International*
- *Ethical Trading Initiative (ETI)*
- *Global Compact (UNGC)*
- *Organization for Economic Cooperation and Development (OECD)*
- *Good Agricultural and Collection Practices (GACP)*
- *Good Manufacturing Practices (GMP)*
- *Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of the Benefits Arising out of their Utilization*
- *Fair For Life (FFL)*
- *Union for Ethical BioTrade (UEBT)*
- *Forest Stewardship Council (FSC)*
- *Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES Convention)*
- *European REACH regulations on hazardous substances*

The Robertet Group expects its suppliers to cooperate and use this policy as a tool in a continuous improvement process in order to comply with our fundamental principles.

This approach is known to consume resources and time and the Robertet Group will take into account the size of the supplier and the environment in which the supplier operates in its monitoring process in order to adapt the audit process and the support that may be provided.

Nevertheless, a supplier who encounters difficulties in complying within a reasonable period of time or who is reluctant to improve in order to comply will oblige the Robertet Group to take measures concerning this source of supply.



03 PRINCIPLES

The Robertet Group is therefore committed to its stakeholders by integrating the following principles:



3.1 Working conditions

- Suppliers must comply with applicable laws concerning wages, working hours, overtime and fringe benefits.
- Suppliers must pay fair wages and that meet or exceed applicable national standards.
- Suppliers must provide clear information on working conditions.



3.2 Prevention of child and forced labor

- Suppliers must not accept child labor. Documentation must be in place to prove the age of all workers.

NB : *Child labor is work performed by a child that interferes with the child's right to healthy growth and development and deprives the child of the right to quality education.*

- The minimum working age is defined by national legislation, i.e. the age at which a person may be employed full-time, and may vary from country to country. The Robertet Group has a formal child labor prevention policy (see appendix).
- Suppliers shall not resort to debt bondage or forced labor, slavery, involuntary prison labor or human trafficking. In other words, the Robertet Group does not accept coercion in hiring, withholding or non-payment of wages, withholding passports or identity papers, debt bondage or excessive recruitment fees.



3.3 Respecting employee rights

- Preserve diversity throughout each employee's career, starting with recruitment. Each and every one of us must ensure that we do not discriminate in any way on the basis of gender, race, social or cultural origin, disability, family situation, sexual preference, age, political, philosophical or religious views.
- Guarantee equal opportunities and equal pay for men and women with the same qualifications and performing similar functions.
- Promote social dialogue with employee representatives, through appointments, negotiations and information sharing, to build consensus and effectively, if not efficiently, resolve major economic and social issues.
- Demonstrate respect and courtesy towards others, two key values for quality human relations.
- Suppress all forms of harassment, so as not to infringe on anyone's rights and dignity, or their physical or moral health.



3.4 Human rights

- The Robertet Group is committed to respecting the human rights of the communities affected by its activities.
- Suppliers must engage in dialogue with their stakeholders to better understand their needs and their impact on these communities.
- The Robertet Group and all its suppliers must consider all vulnerable and marginalized groups.
- Local communities must receive a fair and transparent share of the benefits linked to our activities.
- The land rights of local and indigenous communities must be respected.
- The free, prior and informed consent process must be used at all raw materials production sites.



3.5 Health and safety at work

- Health is our most precious asset, which is why we pursue an active policy of monitoring and preventing risks and accidents. This involves carrying out safety audits, informing and training staff, and monitoring exposure to hazardous substances.
- Each person must take care of their own health and safety, as well as the health and safety of others affected by their actions or omissions at work.
- Suppliers must comply with health and safety regulations and standards, in particular by providing a safe and healthy workplace for workers, and by applying the principles of water, sanitation and hygiene in their activities.
- Suppliers must also ensure that workplaces have adequate emergency exits, safety equipment, training appropriate to their activities and access to emergency medical care.
- Regularly updated health and safety training and procedures.



3.6 Respecting the environment and biodiversity

Our planet is fragile. Protecting it means ensuring the future not only of our business, but also of future generations. Protecting the environment, preserving natural resources and improving conditions for their growth are all priorities for the Robertet Group.

- Suppliers must comply with all applicable environmental regulations.
- Suppliers and their stakeholders need to understand the environment in which they operate in order to limit their impact on biodiversity.
- Suppliers must seek to reduce the impact of their activities on the environment, and more specifically their carbon footprint.
- Suppliers must commit to using renewable and/or biodegradable materials for both natural and synthetic products, whenever possible.
- Suppliers must comply with current regulations on waste and wastewater treatment.
- Suppliers must implement environmental management principles such as the prevention of air, soil and water pollution, while promoting the preservation of biodiversity and nature.

- Suppliers must respect the fair and equitable sharing of benefits arising from the use of biodiversity in accordance with the Nagoya Protocol.
- Suppliers must adapt their activities to preserve and sustainably use biodiversity through agricultural and harvesting practices that ensure sustainable regeneration or regenerative practices.
- Suppliers must not engage in deforestation, cleaning of surfaces by burning or clear-cutting, or environmental conversion, for example by complying with specifications such as RSPO, FSC®, PEFC where relevant. Forests are important carbon sinks that provide numerous ecosystem services that need to be protected.
- Suppliers must comply with all applicable regulations concerning pesticides and hazardous substances. In the absence of local regulations, ECHA's European database on Substances of Very High Concern (SVHC) may be a good basis on which to work.
- The Robertet Group requires its suppliers to improve their practices, such as integrated pest management, agroecology or regenerative agriculture, reducing the use of plant protection products.
- Suppliers must fully control and manage their activities that could, if misused, have a direct or indirect impact on animal welfare. All animals must be treated responsibly and with dignity and respect.
- Robertet is committed to not carrying out, commissioning or financing animal testing unless expressly required by law (REACH, ECHA, EFSA, SCCS, National Chemical Authorities...) and requires the same commitment from its suppliers and stakeholders.
- Robertet expects its suppliers to commit to a process of decarbonization and to work hand in hand within their value chain to collectively reduce our environmental impact.





3.7 Integrity and business ethics

- Suppliers must respect the confidentiality of the data to which they have access in the course of their work.
- Each employee is responsible for performing his or her employment contract in good faith, fairly and confidentially.
- Employees are committed to maintaining strong, lasting relationships with our customers and suppliers, based on goodwill, trust and integrity, and in the interests of both parties.
- Suppliers must have complaint mechanisms in place to deal with any business integrity issues. This system must enable all stakeholders to raise compliance issues without fear of reprisal.
- The Robertet Group requires each of its suppliers to sign its ethics charter, or at the very least to comply with its content if such a policy or charter already exists internally.



3.8 Respecting the law

This policy does not replace national or international legislation. At our various sites, we are committed to applying the laws and regulations in force, as well as international conventions on the protection of workers.

Such a document cannot stand alone, as its essential value lies in linking the upstream and downstream parts of value chains. However, it is part of the Robertet Group's mission and duty to bring the knowledge of this tool to the origin of its value chains, in order to create commitment and autonomy.

The Robertet Group therefore asks its suppliers to support its commitment to traceability and transparency by providing information up their supply chain to the level of primary production. In this respect, we ask our direct suppliers to apply the standards of the principles described in this policy to their own supply chain partners right up to the source of the raw material.

04 POLICY IMPLEMENTATION AND MONITORING

4.1 Compliance

We ask our suppliers to actively support our commitment to this fair-trade policy by ensuring that they and their employees are fully aware of and comply with its contents. We also ask our suppliers to communicate the requirements of this policy up their supply chain to ensure that all stakeholders are also in compliance with the principles.

With a view to continuous improvement, the Robertet Group will use verification tools to ensure that each stakeholder in its value chain complies with the principles set out in this policy. In addition, the Robertet Group will support its suppliers in this continuous improvement process.

4.2 Site monitoring

As the principles of this policy are based on mutual trust and supplier commitment, Robertet encourages transparency with all stakeholders.

However, the Robertet Group will use verification tools to ensure that suppliers at every level of the supply chain meet our requirements and the principles described in this policy. This will either be an internal audit carried out by the Robertet team, or an audit carried out by a third party.

4.3 Claims mechanisms

We encourage suppliers to share and report any concerns regarding ethical compliance or the behavior of a Robertet Group employee or representative.

To do so, they can contact their usual local contact within the subsidiaries or contact the Robertet Group directly (its purchasing or CSR department).

In addition, breaches of ethical compliance can be reported confidentially to the Robertet Group's local contact.

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