

SUSTAINABLE SOURCING AND HUMAN RIGHTS

As a responsible company, we are aware of the challenges of complex global supply chains, particularly when they involve small family plantations, rural areas or areas with limited resources.

This is why we take actions to ensure that all our sourcing is ethical and responsible. We choose our suppliers beyond a simple buyer relationship and ensure that they are committed to human rights and environmental practices.

Each of them must sign our Code of Business Conduct, which commits them to respecting the principles essential to our Group – protecting human rights, decent working and living conditions, and environmental protection.

With our programme #NotJustSuppliers, we assess every year the compliance of our suppliers to our Code of Business Conduct. If the assessment reveals any weaknesses, we ask the supplier to take immediate action, and we conduct a second assessment within the year to ensure improvements are being made.

Our direct procurement

Where we source directly, we take action on the ground to address the root causes of child labour. We know that family-run small plantations and poverty are major causes of it. By contributing to stable and decent incomes, we are enabling an increase in the standard of living and school enrolment rates of children.

Our indirect procurement

Where we source indirectly, we ensure that our suppliers are committed to our Responsible Purchasing policy and use certified ingredients.

For example, nearly all our palm oil derivatives used in L'OCCITANE en Provence and Melvita formulas are certified as ethical and sustainable by the RSPO.

To have concrete impact, we are strongly engaged with other industry players to improve the transparency and traceability of these supply chains. Since 2011, we have been a member of the Roundtable on Sustainable Palm Oil ([RSPO](https://rspo.org/)), an organisation that promotes the production of palm oil that respects the environment and the rights of workers in the supply chain. We also joined Action for Sustainable Derivatives (ASD) since its creation, as well as the Responsible Beauty Initiative, an industry-wide initiative to improve the sustainability of supply chains across the beauty industry.

We support the implementation of an international framework for due diligence, requiring each company to identify and act on human rights and environmental issues in its value chain. As part of this, we encourage the sharing of all types of information related to potential issues in our supply chains. If such issues are identified, we will take firm and immediate action with our suppliers to remedy them as soon as possible.

For more information on:

The Roundtable on Sustainable Palm Oil (RSPO): <https://rspo.org/>

Our actions: <https://group.loccitane.com/commitments/commitments-publications>