

ENVIRONMENTAL POLICY

UPDATE 2022

Our business depends on nature. Driven by our entrepreneurial spirit, cultivating natural beauty and well-being and regenerating nature means taking care of the environment in all the geographical areas in which we are invested.

We believe that we can be a catalyst for positive and innovative change, helping customers make more sustainable choices. Together, we can pursue our vision for a nature-positive world.

Our environmental management system is based on the highest environmental standards and regulations, and it follows the principles of our Group Code of Business Conduct. And we are reaching for new heights. We encourage our employees to anticipate change, voice their opinions and take action, feeling motivated to go further.

Our goal is to contribute to a nature-positive and carbon-net-zero world. We aim to protect and regenerate natural and cultivated biodiversity within and outside our value chain and deliver dramatic changes to mitigate the climate crisis and anticipate its consequences on our business.

All our actions are informed by science-based target frameworks and guided by the following principles:

- **Anticipate environmental regulations** and seize every opportunity to comply with them voluntarily.
- **Design and carry out all our projects with the environment in mind** by:
 - Reducing resource consumption and greenhouse gas emissions.
 - Using sustainable resources and improving the traceability of our plants.
 - Preventing pollution and creating a circular economy.
 - Conserving and restoring ecosystems by contributing to nature-based projects that benefit the climate, biodiversity and communities.
- **Steer a flexible improvement framework** by setting quantified objectives and measuring and communicating results to set out steps that will lead to further progress.

These principles apply at every stage, from tending the field to design, manufacture and distribution, all the way to selling our products and services to our customer.

Management is responsible for providing the means needed to achieve these goals. And we all need to seek improvement and take action continually to embrace sustainability as the foundation of everything we do.

I count on all of you to strive for excellence, and expect the same from our partners, to bring our Group's mission to life.

ANDRE HOFFMANN

L'OCCITANE Group Chief Executive Officer

