

GROUP RESPONSIBLE PROCUREMENT POLICY

UPDATE 2024

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As a global company, we consider our suppliers as key partners in our Sustainability journey. We commit together with our suppliers to deliver in full compliance with our Group Code of Business Conduct to contribute to L'OCCITANE Group Sustainability Strategy. You will find here attached a simple guideline to be applied in all our daily Procurement activities. Thank you for your commitment!

KEY PRINCIPLES

- We want to do business only with companies that are compliant with all local laws and regulations, including those related to social and environmental performance, and international human rights and labor standards
- We want to give preference and to build sustainable business relationships with companies able to provide certifications and third-party assessments related to positive social and/or environmental performance. We set goals and expectations with suppliers to improve their social and environmental performance. We support our suppliers through training and/or resources on improving social or environmental performance.
- From this perspective, we commit in
 1. Ensuring procurement practices are aligned with #NotJustSuppliers guidelines
 2. Collaborating to measure, set targets & share good practices across business units and with our industry's key players

SOURCING

We commit to embed sustainability criteria within our sourcing documents by ensuring these are a significant part of the assessment criteria when relevant – i.e. projects with significant CSR impact. Therefore, through the suppliers' selection process, we aim to give preference to:

- suppliers able to demonstrate a good CSR performance following EcoVadis assessment
- suppliers with a valid environmental management system: GHG, waste, biodiversity, water, chemicals
- suppliers with a policy dedicated to diversity & inclusion
- suppliers able to demonstrate good governance, including policies related to ethics and corruption
- suppliers operating within the same geographic area

We consider and evaluate the Total Cost of Ownership, including Carbon-related costs prior to procure where appropriate. In addition, the alignment of the suppliers' technical offers with L'OCCITANE Group Sustainability expectations is a crucial criterium included into our selection process.

DUE DILIGENCE

- Request that suppliers acknowledge awareness of the Group Code of Business Conduct
- Assess Code of Business Conduct risks within the supplier panel and where relevant following the CSR risk mapping, request an EcoVadis CSR assessment.
- Terminate contracts with suppliers in case of serious and persistent failure to meet Group Code of Business Conduct requirements, or where suppliers fail to take agreed corrective actions

CSR PERFORMANCE MANAGEMENT

- Encourage suppliers to improve their CSR performance, through regular CSR performance assessments and agreed action plans aligned with our Group Sustainability expectations.
- Manage business relationships, especially partnerships, taken into account suppliers' innovation capabilities to maximize our positive impact.

Reinold Geiger
Chairman of L'OCCITANE Group