Supplier
Code of Conduct



S.T. DUPONT
PARIS

Preamble

This Supplier Code of Conduct of the Maison S.T. Dupont defines the principles intended to ensure ethical and sustainable commercial relationships with its suppliers of goods and services, and its subcontractors, in compliance with the applicable laws and regulations regarding corporate social responsibility (CSR).
These principles reflect the Group's commitment to making every effort necessary to prevent and mitigate risks, as well as serious breaches and violations in the areas of ethics, environment, and human rights related to its activities, in order to optimize its positive impacts throughout its value chains as part of a responsible purchasing approach.
S.T. Dupont thus expects its suppliers and subcontractors to strictly comply with the laws and regulations in force in the countries where they operate or provide services, as well as a commitment to collaborate with the Group in implementing the principles outlined in its Code of Conduct, and, if necessary, to take any appropriate corrective measures in a continuous improvement approach.

Commitments of the Group towards its suppliers and subcontractors

The Maison S.T. Dupont commits to:

- Develop sustainable commercial relationships that effectively address and manage risks and issues related to working conditions, environmental protection, business ethics, and human rights;
- Maintain a constructive and open dialogue with suppliers about their ability to meet their commitments, and contribute, as much as possible and in a spirit of cooperation, to the development and implementation of appropriate action plans;
- Select its suppliers and subcontractors through a fair and impartial procurement process, based on predefined criteria and objectives;
- Promote, where possible, the inclusion of social and environmental clauses in calls for tenders;
- Prefer, where possible, candidates with better CSR performance, and communicate the reasons for their non-selection to unsuccessful suppliers;
- Avoid situations of economic dependency, and, if necessary, support suppliers in diversifying their clientele. In the event of disengagement by S.T. Dupont, it will be anticipated and gradual;
- Identify and prevent conflicts of interest in relationships with suppliers and subcontractors;
- Raise awareness and train its buyers on ethical and CSR principles.

Expected Commitments from Suppliers and Subcontractors

The supplier/subcontractor acknowledges that its commitments on human rights issues, working conditions, environmental protection, and business ethics are essential obligations for establishing and continuing commercial relationships with the Maison S.T. Dupont. The supplier/subcontractor commits to demonstrate transparency, good faith, and cooperation to ensure compliance at all stages of the relationship. The supplier/subcontractor commits to comply with all applicable national and international standards in the following areas and in particular:

Social Issues and Human Rights:

- Respect the principles of the United Nations Global Compact.
- Under no circumstances tolerate in the course of its activities:
  - Child labor, except for exemptions permitted by ILO Conventions No. 138 and No. 182,
  - Any form of practices classified as modern slavery, forced, compulsory, or clandestine labor as defined by ILO Conventions No. 29 and No. 105,
  - Any form of physical, moral, and sexual harassment, or any discrimination based on origin, gender, sexual orientation, age, family status, pregnancy, physical appearance, health status, nationality, union affiliation, ethnicity, or religion as defined by ILO Conventions No. 100, No. 111, and No. 156, and in accordance with the House of S.T. Dupont's Diversity and Inclusion Charter.
- Ensure decent working conditions, as well as health and safety standards in accordance with ILO Conventions No. 102 and No. 155.
- Guarantee clear working hours, compensation corresponding to the hours worked, equal pay, as well as break times and leave.
- Ensure employees receive a living wage that allows for decent living conditions and meets vital needs, considering the general level of wages, cost of living, and social security benefits, paid regularly and within reasonable timeframes (ILO Conventions No. 95 and No. 131).
- Guarantee employees the freedom of association and collective bargaining, or, in the case of local restrictions or prohibitions, not oppose any form of free and independent representation and negotiation (ILO Conventions No. 87, 98, and 154).
- Offer and promote access to training and skill development for its employees.
- Ensure that migrant workers are not subjected to less favorable treatment and respect the principles of ILO Convention No. 97.

Ethics and Compliance Issues

- Adhere to the ethical principles of the Maison S.T. Dupont as described in its Code of Conduct and contribute to the fight against corruption and conflicts of interest in its activities and relationships with its own suppliers.
- Comply with French regulations as well as OECD guidelines on combating corruption and influence peddling, or any similar legal provisions, and prevent these practices through effective measures among its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers, and their respective representatives involved directly or indirectly in any way within the scope of the commercial relationship.
- More generally, comply with all national and international standards regarding economic offenses, including those related to terrorism financing, money laundering, embargoes, and trafficking in arms and drugs.
- Suppliers and subcontractors must promote free competition, thereby prohibiting any collusion and agreement on prices and offers, and excluding participation in any cartel.

Environmental Issues

- Comply with rules related to environmental protection and make the best efforts to prevent, mitigate, and remedy the negative impacts associated with its activities.
- Propose and, where possible, use increasingly efficient environmental solutions.
- Strive towards best practices within its profession to optimize water and energy consumption, preserve biodiversity, and manage emissions and waste.
- Endeavor to reduce and/or treat air emissions, effluents into the soil and/or water, and all forms of pollution resulting from its activities.

S.T. Dupont reserves the right to conduct audits to ensure the proper compliance of the commitments made by the supplier/subcontractor mentioned in this charter.
S.T. Dupont expects its supplier/subcontractor to take all reasonable measures to ensure that its own suppliers and subcontractors comply with the terms of this Code.

I, the undersigned .....,
hereby confirm that I have fully read the Supplier Code of Conduct of Maison S.T. Dupont, non-compliance with which may be considered a breach serious enough to lead to contract termination, depending on its severity.
Company Name: .....
Name and Title of Representative:.....

Signed at Signature

Date __/_____/_____

