



“PEOPLE MAKE OUR NAME”

A tag line that reflects the impact that men and women have had on the trajectory of Gattefossé for more than 140 years. A family history built on our founders' deep commitment to sustainability, innovation, and service. An attachment to strong values in terms of ethics and social responsibility which underpins our corporate culture and contributes to the success of the group in long-term. To secure the future of Gattefossé, it is essential to ensure that our practices comply with the highest standards of integrity, responsibility, and respect for all our partners. This respect translates into concrete commitments of responsibility, via our **Responsible Purchasing Charter** and our **Ethics Charter**. But also, a strong commitment to the Respect for Human Rights that we share within our sphere of influence.

GATTEFOSSE HUMAN RIGHTS COMMITMENTS

RESPECTING HUMAN RIGHTS

We are committed to respecting and promoting:

- Human Rights, namely by reference to the Universal Declaration of Human Rights dated December 10, 1948
- United Nations Guiding Principles on Business (UNGPs)
- United Nations Declaration on the rights of indigenous peoples (UNDRIP)
- ILO fundamental (or core) conventions on labor
- The international bill on human rights

As an international group, Gattefossé is particularly vigilant on issues covered by the Fundamental Conventions of the International Labour Organization:

- **Prohibition of child labour and forced labour**
- **Respect of freedom of association**
- **Promotion of diversity and women's rights**
- **Respect for the rights of people to use their natural resources and the right to health**
- **Respect of Fair and equitable working conditions**
- **Respect of Dignity, diversity and the fight against discrimination**
- **Prevention measures for health and safety risks**

RESPECTING LOCAL LAWS AND CUSTOMS

We as a business and as individuals in the performance of our duties must always respect the laws and regulations of the countries in which Gattefossé operates.

There may be instances when the guidance in this Code is at variance with the local law or customs of a country. If that is the case, where local law or customs impose higher standards than those set out in the Code, local law and customs should always apply. If, by contrast, the Code provides for a higher standard, it should prevail, unless this results in illegal activity.

RESPECTING HUMAN RIGHTS WITHIN OUR VALUE CHAIN

To respect these principles, Gattefossé has included the issue of Human Rights in its interactions with the various stakeholders in its sector of activity:

- **Our employees:** Gattefossé promotes and respects the dignity and rights of its employees through the application of a committed and responsible human resources policy and the dissemination of its **Code of Ethics** to all employees. Ethics applies to the behavior of all Gattefossé Group employees, everywhere in the world, at all levels of the Company, without exception. It covers all Gattefossé's activities, from research, innovation, and design of our products to their manufacturing and marketing, from human resources to our operations, from administration and finance to sustainable development, from communication to digital. Each employee, as an ambassador and member of the Gattefossé Group, makes a personal commitment to follow this Code, both in letter and spirit.

GATTEFOSSE HUMAN RIGHTS COMMITMENTS

- **Our partners:** Manufacturers, suppliers, service providers, etc. play a key role in the success of our Company. We are proud of dealing with suppliers in a mutually supportive and open way. These relationships are based on the principles of impartiality, fairness and loyalty and we respect their independence and identity. Pursuant to Gattefossé's internal Code of Conduct, Gattefossé's **Responsible Procurement Policy** outlines our CSR commitments towards our partners along with our expectations from them. The respect of this policy is required by Gattefossé to ensure that its business partners, wherever they are located, respect the laws and regulations relating to human rights and/or anti-corruption.
- **Our customers:** We work diligently to guarantee the quality and reliability of our ingredients while providing our customers with all the support and resources they need to make successful products that address global consumers' demands and comply with local regulations. A relationship based on trust and honesty. Gattefossé therefore expects its customers to respect Human Rights standards in their respective activities.
- **Our local communities:** Gattefossé promotes the highest standards of business conduct, including actions to prevent bribery & facilitation payments. We believe that corruption is unacceptable and not in line with the Gattefossé spirit. It is harmful for the communities in which we operate and is damaging for the Company. Communities with which Gattefossé works hand in hand for the selection of our raw materials. We are committed to ensuring local people's right of access to their land and natural resources and to respecting their traditional knowledge. A commitment that is systematically taken into account during the selection process of our natural ingredients.

TOWARDS A PERMANENT MOVEMENT OF PROGRESS

Our commitment to respect Human Rights, as set out in the Ethics Charter, must continually evolve in line with the constant transformations in our environment. Gattefossé reserves the right to change the Code of Ethics at any time, and the right to take whatever action it deems appropriate in a given situation, subject to not contravening.

Gattefossé provides its employees, suppliers, stakeholders, and customers a specific email address for any exchange or for reporting any breach of our Ethical code. This email address (ethics@gattefosse.com) can only be read by Gattefossé Group General Manager (and his/her assistant).

Any employee (or stakeholder) who makes a whistleblowing report, when acting in a disinterested manner and in good faith concerning facts of which he or she has personal knowledge, enjoys protection and may not be punished, dismissed or subjected to any direct or indirect discriminatory measure, particularly with regard to remuneration or professional promotion.

Gattefossé guarantees the confidentiality of the author of the report, the facts and the people concerned.