

RESPONSIBLE PURCHASING CHARTER POCHE T GROUP

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GR O U P E P O C H E T

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1. GENERAL PRINCIPLE OF RESPONSIBLE PURCHASING CHARTER POCHET GROUP

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POCHET Group endorses the 10 principles of the United Nations Global Compact and marks its commitment to respecting human rights, labour standards, protecting the environment and fighting against corruption.

The Group's commitment towards sustainable development is at the heart of its strategy to “become the best multi-materials high-end Fragrance & Beauty packaging company.”

This Charter is a testament to POCHET Group's will to deploy the principles of sustainable development, to enroll in the ISO 26 000 certification process and promote its application with its suppliers and sub-contractors.

This charter expresses the values acknowledged by the Group and is aimed at its suppliers and sub-contractors, who commit to apply the same approach with their own sub-contractors and/or suppliers and sub-contractors.



Tristan Farabet
Group Chief Executive Officer



Irène Gosset
President



2. INVOLVEMENT OF SUPPLIERS AND SUB-CONTRACTORS OF POCHE T GROUP

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Complying with the Responsible Purchasing Charter is a determining condition to ensure the continued relations between POCHE T Group and its suppliers and sub-contractors.

POCHE T Group's objectives as regards its sustainable development policy are binding on its suppliers and sub-contractors as regards their Social Responsibility.

By adhering to this charter, the suppliers and sub-contractors commit to implement the good practices and the continuous improvement processes as regards CSR. They shall also make sure their own sub-contractors comply with these principles.

POCHE T Group reserves the right to conduct checks and audits based on the 10 principles of the United Nations Global Compact set out below. In the case of a breach, an end may be put to the business relations with the suppliers and sub-contractors concerned and their civil liability may be incurred.



3. THE TEN PRINCIPLES OF THE U.N. GLOBAL COMPACT

Human Rights

Principle 1 : businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Principle 2 : make sure that they are not complicit in human rights abuses.

Labour Standards

Principle 3 : businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 : Elimination of all forms of forced and compulsory labour.

Principle 5 : Effective abolition of child labour.

Principle 6 : Elimination of discrimination in respect of employment and occupation.

Environment

Principle 7 : businesses should support a precautionary approach to environmental challenges.

Principle 8 : undertake initiatives to promote greater environmental responsibility.

Principle 9 : encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.



4. POCHE T GROUP'S COMMITMENTS TO ITS SUPPLIERS AND SUB-CONTRACTORS

Fair treatment of suppliers and sub-contractors

We treat our suppliers and sub-contractors with honesty, equity and consideration. We select our suppliers and sub-contractors impartially, according to predetermined, explicit and transparent criteria, including quality, service, technology, cost and the social and environmental impact of the products and services offered.

Independence and conflicts of interest

We refuse any form of bonus, gift or advantage, other than symbolic.

We implement our best efforts to avoid any situation that may lead to a conflict of interests.

Confidentiality

We respect the confidential nature of any information (technical, commercial, financial, etc.) communicated to us as such by our suppliers and sub-contractors.

Improvement of our suppliers and sub-contractors' performance

We seek to build long-lasting relations with our suppliers and sub-contractors in a continuous improvement approach. We commit to work in collaboration with our suppliers and sub-contractors in order to meet or exceed the expected results.

Refusal of economic dependence

We implement our best efforts to avoid any economic dependence between POCHE T Group and its suppliers and sub-contractors, which could jeopardize either party.



5. THE COMMITMENTS POCHE T GROUP REQUIRES FROM ITS SUPPLIERS AND SUB-CONTRACTORS

Social commitments:

- **Uphold and respect the Universal Declaration of Human Rights** established by the UN and make sure they are not complicit in any violations of these rights; thus, if they also work with other suppliers and sub-contractors, they must make sure their own suppliers and sub-contractors also respect the Universal Declaration of Human Rights (principles 1, 3, 4, 5 and 6).
- **Request POCHE T Group's written approval** before using workers in prison.
- **Study and give priority to any solutions favouring the integration or reintegration communities in difficulty.**
- **Comply with and apply the regulations on the maximum working hours and minimum wage applicable in the countries concerned.**

Offer their employees a safe and healthy work environment. They ensure their activities are not harmful to the health and safety of their personnel and sub-contractors.



Environmental commitments:

- **Adopt an approach respectful of environmental** considerations such as reducing their environmental footprints (CO₂, VOCs), waste and its recovery, optimising their consumptions (water, energy, etc.)
- **Comply with all the applicable laws and regulations** in all the countries where they conduct business.
- **Respect the restrictions/prohibitions required by the different regulations** pertaining to dangerous substances, as well as the restrictions and prohibitions required by POCHET Group.
- **Communicate without delay any modifications in the composition or manufacture of products delivered in the case of imposed or voluntary changes**

Communicate the certifications they hold.



Ethical commitments:

- **Make sure all confidential information and Intellectual Property is protected** and this must not be used for purposes other than the provision of the service.
- **Conduct their activities with integrity, equity and honesty.**
- **Comply with the laws and regulation applicable in their country of business.**
- **Refrain from any collusion** and from taking advantage of any dominant position on the market.

Be able to guarantee that all products supplied to POCHET Group are "exempt from any conflict minerals". The supplier must establish its own procedure to inspect the logistics chain and guarantee a supply of products "exempt from any conflict minerals".



6. QUESTIONS

Suppliers can send us their questions or concerns by e-mail to the following address:
Sustainability@groupe-pochet.fr

I hereby acknowledge that I am an authorized representative of the company referenced below, have carefully read and understood the purpose of the above document, and confirm that the company referenced below fully complies with the Responsible Purchasing Charter Pochet Group.

Company name of the supplier:
 Name of the supplier's representative (in capital letters):
 Title of the supplier's representative (in capital letters):
 Date:

Signature and company stamp





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POCHET DU COURVAL



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