

### Introduction

At PSB Industries Group we're committed to behaving responsibly, ethically, and sustainably to ensure that people, society, and the environment are treated with respect. This commitment underpins our entire development strategy.

Purchasing is a significant part of the group's business operations and we rely on responsible, results-oriented suppliers to keep our supply chain safe and reliable.

In the interest of reciprocity and continuity, PSB Industries' Purchasing Department would like to integrate all suppliers into this continuous improvement effort. Suppliers are asked to join PSB Industries in this commitment by signing this Responsible Purchasing Policy and ensuring their own partners adhere to it as well. This Policy is structured around five major themes:

- ⇒ Governance
- ⇒ Employee and Labor Relations
- ⇒ Products
- ⇒ Environment
- ⇒ Societal and Economic Impact

Compliance with the principles outlined in this Responsible Purchasing Policy is essential to continued relationships with our suppliers. We expect them and our own employees to apply these principles every day and insist that everyone in the supply chain apply them, from subcontractors, suppliers, and service providers to PSB Industries and our Business Units.



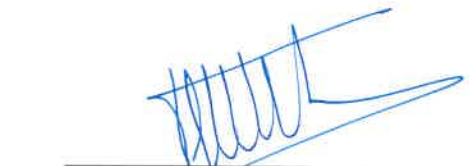
**François-Xavier Entremont**  
President and CEO



**Rémi Weidenmann**  
Managing Director



**Fabien Blanchet**  
Human Resources Director



**Véronique Lima**  
Purchasing Director



**Ludovic Anceau**  
Managing Director,  
Luxury & Beauty Business Unit



**Thierry van Twembeke**  
Managing Director,  
Healthcare & Industry Business Unit

## 1 – Governance

PSB Industries strives to be a good corporate citizen and maintain high standards of ethics and social engagement in its business relationships.

We pledge to cultivate healthy relationships with our suppliers around the world that are based on respect and trust, and to use the principles of equity, transparency, and independence when choosing suppliers and awarding contracts.

By signing this Responsible Purchasing Policy, our suppliers pledge to adhere to and apply these same principles in their own business relationships, in particular in the following areas:

### **Competition**

Our suppliers pledge to cultivate healthy relationships with their own suppliers around the world that are based on respect and trust, and to using the principles of equity, transparency, and independence when choosing suppliers and awarding contracts.

### **Confidentiality**

Our suppliers pledge to respect the confidential nature of all information related to products and technical, industry, commercial, or financial expertise belonging to PSB Industries and its entities to which they may have access during our business relations.

### **Corruption**

Our suppliers pledge to prohibit all forms of corruption, whether active or passive, in all their interactions with third parties, to comply with national and international anti-corruption laws and regulations, and to only work with partners who comply with these same principles.

### **Money Laundering**

In accordance with money laundering laws, our suppliers must never, in any way, be involved in money laundering and/or terrorism financing practices.

### **Conflicts of Interest**

Our suppliers pledge to inform the Purchasing Department at PSB Industries if an actual or potential conflict of interest with the employees of PSB Industries or their families might, to their knowledge, negatively impact the business relations or decisions of PSB Industries.

### **Gifts and Hospitality**

Our suppliers pledge to ensure their gifts and hospitality policies and practices do not infringe on any laws and cannot be considered to influence decision making in their business relations in any way.

### **Data Privacy**

Our suppliers pledge to only collect, use, and process personal data for professional purposes in accordance with national and international laws, rules, and regulations currently in force, and to protect that data from unauthorized access, disclosure, acquisition, and use.

## 2 – Employee and Labor Relations

### Human and Worker Rights

PSB Industries is committed to fostering and cultivating a positive work environment where everyone is treated with respect and dignity.

We make sure we use fair labor practices and comply with current labor and employment laws, rules, and regulations.

-----

We therefore expect our suppliers to comply with the principles surrounding:

- illegal work (company or employee, onsite or overseas, equipment, etc.),
- overtime,
- compensation,
- discrimination,
- harassment,
- minimum working age, and
- forced labor,

as set out in the United Nations' Universal Declaration of Human Rights, the International Labor Organization (ILO)'s fundamental conventions, and current regulations in countries where the supplier operates and countries where we have commercial or production operations.

-----

Likewise, our suppliers must grant their employees **freedom of association** and the right to collective bargaining in accordance with all current laws and regulations on the **freedom of association** and the rights to organize and bargain collectively.

### Health and Safety

In their business relations, our suppliers pledge to adopt and adhere to ethics principles; management policies that protect employees' rights, health, and safety in the workplace; and a policy to improve working conditions to ensure the business can attract talent, promote professional self-realization, and minimize potential psychosocial risks.

PSB Industries and its entities expect all suppliers to have management and operation systems in place to actively prevent workplace injuries and illnesses as part of their efforts to ensure worker health and security.

## 3 – Products

Our suppliers pledge to incorporate environmental, health, and safety criteria into their product and service development processes to eliminate or reduce their environmental footprint, to protect user health, and to ensure safety by considering the entire lifecycle of their products and/or services.

Our suppliers must be able to prove that their products and services comply with the applicable regulations in force in the country where the production site is located and the country where they are sold.

Suppliers must be at least in compliance with European directives such as RoHS II (2011/65/EU) and REACH (1907/2006/EC), and they must ensure no asbestos is used in their equipment, products, or packaging.

## Innovation

Innovation is an important driver within PSB Industries. We are especially active in seeking alternative innovative solutions in the constitution of our products and in the processes of manufacturing and distribution. We grant special attention to the research and development of eco-friendly solutions constituting an alternative to controversial materials and to energy-consuming processes of manufacturing and distribution and we are open to change which we consider as an opportunity.

We believe that new trends and solutions proposed by our suppliers are potential development opportunities that allow us to work together to build a sustainable future.

We encourage our suppliers to propose products and/or services that are ever more eco-friendly and socially responsible.

## 4 – Environment

Our suppliers should act responsibly by implementing and/or continuing initiatives that help conserve and protect the environment, in order to stem the tide of threats from climate change and help reduce their impact on natural resources.

Specifically, our suppliers pledge to:

- manage their waste responsibly,
- use only the resources they need, minimizing their consumption of water and non-renewable resources,
- reduce their carbon footprint by optimizing their logistics flows and more broadly, to the extent possible, using technologies, materials, and processes that reduce their environmental impact,
- avoid using toxic substances as much as possible, and when no alternative is available, reduce their use of such toxic substances to the strict minimum, making sure employees do not have access to them without prior authorization from management,
- strictly adhere to applicable laws on the use of hazardous substances or hazardous waste production in every country where the products are manufactured and sold,
- actively work on the substitution of controversial materials as part of the circular economy.

## 5 – Societal and Economic Impact

In order to ensure the continued growth of PSB Industries as well as the social cohesion and development of the regions where we operate, we strive to create value for everyone involved in and affected by our activities and to provide strong, sustainable growth for the business.

This is how we will continue to grow, remain independent, create jobs, cover risks, and generate an attractive return on invested capital.

Following the initiatives implemented by PSB Industries group, our suppliers commit to:

- implement action plans to ensure their own sustainability,
- encourage their suppliers to deploy a sustainable growth.

## SIGNATURES

This Responsible Purchasing Policy is an integral part of the contractual documentation between PSB Industries and its suppliers.

Compliance, and improvement efforts to achieve compliance, with the principles stated in this code of conduct are among the criteria used to approve and maintain suppliers on PSB Industries' roster.

We hereby confirm that:

- We have received and read in full the PSB Industries Responsible Purchasing Policy
- We undertake without reservation to implement the principles stated herein
- We agree to be audited by PSB Industries or a third party designated by PSB Industries to ensure we are meeting our obligations, with the understanding that failure to do so may, depending on the seriousness of the breach, result in termination of the business relationship
- We will require our own suppliers to comply with the content of this Responsible Purchasing Policy and likewise agree to be audited

Date: .....

Company Name: .....

Representative Name: .....

Representative Title: .....

Signature:

Company Logo/Seal: