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1. SUMMARY

This document presents the supplier sustainability code of conduct which is submitted to the suppliers in the scope of the qualification and evaluation of product and services suppliers.

This document is generally submitted for approval together with supplier Service and Quality agreement but can also be submitted in standalone to suppliers.

2. DOCUMENT

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Supplier Sustainability Code of Conduct

As a major player in the cosmetic industry, MINASOLVE Personal Care is committed to a Corporate Social Responsibility approach. As a signatory of "Responsible Care®", we also want our suppliers and subcontractors (hereinafter the "Suppliers") to commit to this approach in four areas:

1. Respect for human rights at work

We ask our Suppliers to guarantee a working environment that respects human rights. To this end, our Suppliers commit to:

- Prohibit child labour,
- Prohibit the use of forced labour,
- Respect the local and national regulations in force in terms of employees' rights,
- Prohibit and prevent all discrimination and harassment in the workplace.

2. Environment

We ask our Suppliers to ensure that their working methods are environmentally friendly. To this end, our Suppliers undertake to:

- Have all the necessary authorisations and permits to carry out the activity,
- Comply with local and national environmental regulations,
- Limit the environmental impact of industrial activities by ensuring that:
 - Manage and treat waste by limiting the quantities emitted and promoting recycling and recovery
 - Treat and reduce emissions into the air and aqueous waste,
 - Prevent all forms of pollution, including accidental pollution,
 - Reduce energy consumption,
 - Prevent industrial risks by implementing process safety management

3. Health and safety

We ask our Suppliers to ensure a working environment that is conducive to the preservation of the health and safety of their employees. To this end, our Suppliers undertake to:

- Comply with local and national health and safety regulations,
- Have a health and safety management system,
- Provide appropriate training for employees,
- Have an operational and regularly tested emergency management system.

4. Ethics

We require our Suppliers to operate in an ethical manner. To this end, our Suppliers commit to:

- Comply with all applicable local and national laws,
- Not tolerate bribery or extortion,
- Operate in a spirit of fair competition and avoid conflicts of interest,
- Protect intellectual property by not disclosing confidential information.

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We hereby confirm that:

- We have received and fully understood the MINASOLVE Supplier Sustainability Code of Conduct.
- We are committed to the implementation of these principles and that failure to do so may be considered a breach of our obligations.
- We are committed to extending these principles to our own suppliers and subcontractors and will encourage them to follow them.
- We give you the opportunity to come and check the implementation.

Date: / /

Company name:

Name of the representative:

Function of the representative:

Electronic signature:

