KARIBAN

SUPPLIERS CODE OF CONDUCT

Kariban is a member of the United Nations Global Compact.

SUSTAINABLE DEVELOPMENT GOALS

We believe that the amfori BSCI/BEPI system plays a role in strengthening our Responsible Purchasing Policy, helping us to monitor and reinforce our supply chain ethical business practices. As a member of amfori, we have integrated this system, as well as the related Codes of Conduct[1], and we therefore encourage our business partners to join it.

amfori
Trade with purpose

Member of amfori, the leading global business association for sustainable trade.
For more infirmation visit www.amfori.org.

[1] Cf. amfori/BSCI and amfori/BEPI Codes of conduct (https://www.amfori.org/en) the principles and requirements of which are included in this Kariban Suppliers Code of Conduct.

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1. THE CODE OF CONDUCT GENERAL GOALS

In accordance with the commitments made under its Corporate Social Responsibility (CSR), in particular its Global Compact and amfori memberships, Kariban operates in accordance with internationally recognized standards of behaviour. Indeed, as a committed company, we consider that we have the responsibility to manage the conditions under which our products are manufactured, and correlatively, that this allows us to exercise a form of respect and protection towards all of our customers/end users. This implies, notably, in accordance with our responsible purchasing Policy, integrating ethical choices criteria into our purchasing of goods and services, with the objectives of respecting legislation and human rights, increasing social benefits, reducing the impacts on the environment and promoting good practices in terms of ethics. This is why we ask all our suppliers to adhere to this Code of conduct, which characterizes our vision and our expectations as well as our desire to progress together in compliance with best CSR practices.

We expect our suppliers to apply it with sincerity and to do their utmost to apply these principles throughout their supply chains, i.e. by gaining the support of their own suppliers and subcontractors. Indeed, we wish to draw the attention of our suppliers to the fact that the application of the provisions of our Code of conduct is part of our Due Diligence[2]. In our opinion, such a vigilance in the application of these requirements can only have a positive impact on our entire industry and strengthen the ethical nature of our own development.

At the same time, our company is fully aware that different cultural, legal and ethical systems may exist in the countries where our products are manufactured. Consequently, this Code of conduct is not intended to replace the laws and regulations in force in the countries in which Kariban suppliers operate, but it can help to ensure that laws and regulations are applied faithfully and effectively while guaranteeing maximum protection.

2. THE EXPECTATIONS OF KARIBAN TOWARDS ITS SUPPLIERS

Kariban expects its suppliers to comply with the requirements in the following areas :

- Legality and human rights,
- Social (international labor regulations),
- Environment,
- Ethics and professional integrity.

[2] The Due Diligence represents, according to the definition established by international organizations such as the United Nations, the Organisation for Economic Co-operation and Development (OECD) and the European Union : "the obligations of companies with regard to actual and potential negative impacts on human rights and negative impacts on the environment, in relation to which concerns their own activities, the activities of their subsidiaries and the value chain operations carried out by entities with which the company has a well-established commercial relationship".

2.1. LEGAL COMPLIANCE AND HUMAN RIGHTS

Kariban expects its suppliers to operate in compliance with the applicable legal and regulatory requirements alongside this Code of conduct (coming for example from the United nations, the European Union and the countries concerned, etc.) and to apply that provision which offers the greater protection. This includes, in particular, that they defend and respect human dignity and that they ensure the protection of internationally established human rights[3].

2.2. SOCIAL COMPLIANCE

Kariban expects its suppliers to implement internationally recognized social practices, including fundamental principles and rights at work. These principles and rights are set out in the Declaration of the International Labor Organization (ILO) and its fundamental Conventions[4]. This provisions cover, among others, the following areas :

- **No child labour** : Not employ directly or indirectly children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognised by the ILO apply.

- **Special protection for young workers** : they do not have to work in any conditions which are prejudicial to their health, safety, morals, and development. Likewise, they have to be immediately removed from any hazardous work or source of hazard when such cases are identified, with their scope of work being redefined without any loss of income. Their working hours should allow their attendance at school, vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programmes.

- **No forced labour or Human trafficking** : the use of forced or compulsory labour, as well as Human trafficking, in all their forms, are formally prohibited.

- **No precarious employment** : there must not be insecurity and social or economic vulnerability for workers, within their recruitment process and their employment relationships.

- **No violence, harassment or abuse** : corporal punishment or other forms of violence, harassment, abuse or coercion, whether verbal, mental, physical or sexual, are strictly forbidden.

- **No discrimination** : discrimination in hiring, paying, promoting, exercising discipline, termination of contract, as well as all other terms and conditions of employment based on gender, age, religion, marital status, social status, personal beliefs or other legally protected criteria, are absolutely not acceptable.

[3] These principles and rights derive from the Universal Declaration of Human Rights and are incorporated into the United-Nations Global Compact.

[4] Cf. https://www.ilo.org/.

- **Freedom of association and collective bargaining Rights** : the rights of employees to freedom of association and collective bargaining must be recognized and respected.

- **Fair remuneration** : employees must be fairly compensated by providing wages, including overtime pay and benefits, that meet or exceed all applicable local laws and regulations. Wage levels and benefits have to be regularly benchmarked against concerned sector of activity best practices and/or possible collective agreements and adjusted accordingly.

- **Decent working hours** : the working hours organisation (working week duration, days off, overtime, etc.) has to comply with national laws and ILO standards whichever offers the greater protection to workers health, safety and welfare.

- **Occupational Health and Safety** : ambitious occupational health and safety policies have to be defined and implemented (cf. the ILO Convention No. 155 and its protocol of 2002). In this context, workplaces must be safe, hygienic and suitably equipped at sanitary level (access to clean toilets, drinking water, etc.). They must at least meet the requirements of all local health and safety laws and regulations, especially those pertaining to construction and emergency procedures. Employees must be adequately trained and equipped to be able to perform their work safely and must be informed of the specific hazards of the company.

2.3. HUMAN HEALTH AND ENVIRONMENTAL COMPLIANCE

In order to protect human health and the environment, our suppliers must ensure compliance with the requirements of the related European regulations[5], in particular the REACH regulation (n°1907/2006 - concerning the registration, the evaluation and the authorization of chemicals).

Moreover, Kariban expects its suppliers to adopt effective environmental policies, while complying with national applicable laws and regulations relating to environmental protection, or with international standards where national legislation is weak or poorly enforced.
This is made possible by taking initiatives aimed at encouraging greater responsibility with regards to impacts on the environment and by taking into account, directly or indirectly (suppliers and subcontractors), the following areas of focus :

- Promote the precautionary principle in dealing with environmental issues.

- Stimulate the dissemination of environmentally friendly technologies and the use of good practices throughout the product life cycle (PLC).

- Build an environmental management system (EMS) in order to identify the environmental impacts of the operations and implement adequate measures

[5] Kariban may ask its suppliers to provide it with signed certificates confirming that all the products marketed and distributed by their companies are in regulatory compliance with European texts (including their successive amendments and application texts) such as without being exhaustive. : REACH Regulation n ° 1907/2006 ; RoHS Directive 2011/65/ EC ; European POP persistent and polluting chemicals (EU) 2019/1021 ; General Product Safety Directive (EU) 2001/95 ; Biocidal Products Regulation (EU) 2012/528, etc.

to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

- Optimize the use of water and all natural resources as well as energy consumption.

- Master water and effluents management practices in operation to identify, monitor, and ensure effective controls are in place to avoid adverse impact(s) on the environment and humans.

- Act in favour of biodiversity and fight against pollution in all its forms (air, soil, water), in particular by carrying out a continuous policy of reducing pollutants emissions such as greenhouse gases (GHG).

- Apply the principles of a circular economy, and in particular, work to minimize the production of waste (including wastewater) and to maximize recycling as well as to ensure storage, use, transport and proper disposal of hazardous substances[6].

- Review management practices to identify, monitor, and control the impacts of noise and other potential nuisances, such as light pollution, dust or traffic on the environment and local community, and where necessary, implementing corrective actions or remedial activities.

2.4. ETHICAL RULES AND PROFESSIONAL INTEGRITY COMPLIANCE

Kariban expects its suppliers to comply with all national, European and international rules related to ethical and responsible behaviour standards. This implies in particular that the suppliers conduct their activities :

- By acting with loyalty on the markets and by respecting the rules of free and undistorted competition, that is to say by excluding any abusive, illegal or anti-competitive behaviour, and in particular, by refusing and preventing any form of corruption in order to obtain or retain a business or any other advantage in a commercial transaction (no bribe, no illegal donation or payment, direct or indirect).

- By taking all necessary measures to protect intellectual property rights as well as by committing to fight against counterfeiting practices.

- By guaranteeing confidentiality and data protection.

[6] Chemicals and other materials that present a hazard in the event of spillage into the natural environment must be identified and managed in such a way as to ensure safety at all stages of their handling, transport, storage, recycling or reuse and disposal.

[7] Note that these rules of conduct are in part set out in the OECD Convention on combating bribery of foreign public officials as well as in the «Foreign Corrupt Practices Act (FCPA)», an internationally applicable US regulations.

3. TERMS OF IMPLEMENTATION

Kariban reserves the right to monitor compliance with the present Code of conduct principles with its suppliers as well as their own suppliers and subcontractors. Depending on the cases, these checks may be carried out through questionnaires to be completed, self-assessments and/or compliance audits. Suppliers agree to be evaluated on the principles and requirements set out above. They must provide all the information necessary to verify compliance with the requirements of this Code of conduct, and in particular, facilitate access to Kariban representatives and/or its customers in the event of an audit. Kariban undertakes to inform, if possible/if applicable in advance and within a reasonable time, the suppliers concerned of the planned audit date.

In addition, in order to facilitate demonstration of compliance with the requirements of this Code of conduct, Kariban suppliers are encouraged to take the following steps :

- Obtaining certifications of their products (OEKOTEX, OCS, GOTS, GRS, VEGAN, etc.).
- Obtaining certifications for their management systems : quality, environment, occupational health and safety, energy, etc. either on their own or for the sites where their products are manufactured, on the basis of standards such as ISO 9001, ISO 14001, ISO 50001, SA 8000, ISO 45001, or equivalent, as well as from the standards of Amfori/BSCI, WRAP or SMETA (SEDEX) type audits or equivalent.

Suppliers agree to communicate spontaneously or upon request from Kariban information related to these different approaches of assessments and certifications. They must also commit to demonstrating transparency by communicating to Kariban, according to the set deadlines, all the traceability data necessary to implement the products Life Cycle Analysis (LCA) and the checking/studying of their characteristics.

Suppliers must also strive to implement the following good practices:

- Provide relevant trainings and information about social, environmental and ethics concerns to all employees.
- Ensure regulatory and organizational monitoring in a logic of continuous improvement.
- Immediately inform Kariban when it becomes aware, or is likely to believe, that it has itself failed, or that one of its subcontractors has failed, in its obligation to comply with the principles notified in this document.
- Improve or correct any deficiency detected.

4. COMMITMENT APPROVAL

By signing this Code of conduct, the supplier fully accepts the terms herein and commits to do everything possible to comply rigorously throughout its value chain, in particular by having it applied by its own suppliers and subcontractors (context of its own supplies), and thus, by such ethical practices, to help support Kariban in the deployment of its CSR approach.

KARIBAN
M. Nizam Deepooa
Technical/Production Director
April 18th, 2024

Company name (supplier) :

Signatory name and occupation :

Date, stamp and signature :

KARIBAN