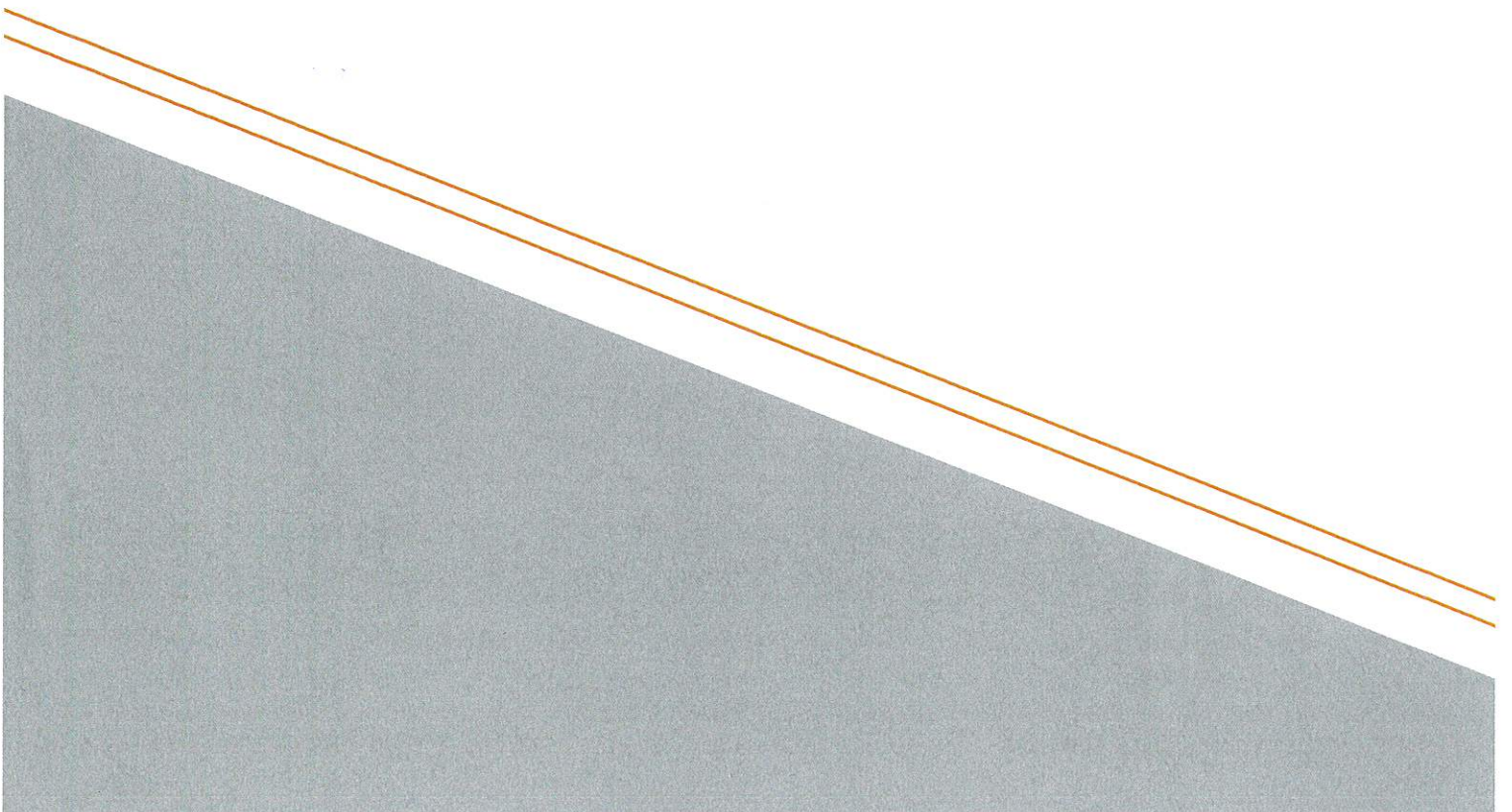


CODE OF CONDUCT FOR SUPPLIERS

ETHICS - SOCIAL – ENVIRONMENTAL

NIPPON SHIKIZAI France



About the Supplier Code of Conduct of NIPPON SHIKIZAI France

NIPPON SHIKIZAI France (NSF) is an industrial subcontracting company that has been manufacturing solid cosmetics and scented derivatives since 1985. Collaborating with prestigious clients in the French cosmetics industry, NSF is committed to prioritizing their needs by offering high-quality products.

NSF is dedicated to upholding moral and ethical values in the management of its business. We expect our suppliers and service providers to respect and adhere to the same philosophy in managing their own businesses.

This Code of Conduct primarily refers to existing laws and regulations and aligns with NSF's commitments to Quality, Hygiene, Safety, and Environment.

All suppliers and service providers of NSF are required to accept the professional responsibility to meet the requirements outlined in this Code of Conduct. It is expected that they conduct themselves in an exemplary manner, strictly adhering to this framework.

○ Labor Standards and Social Responsibilities

Our suppliers and service providers commit to respecting human rights and labor laws, including:

- **Child labor:** Our suppliers must adhere to the age limit set by Article L4153-1 of the Labor Code, which prohibits the employment of workers under the age of 16.
- **Forced labor:** The use of forced labor, slavery, servitude, or human trafficking is strictly prohibited. Every worker has the right to freely accept or leave employment.
- **Harassment and abuse:** Our suppliers pledge to provide a work environment free from any form of intimidation and harassment towards employees, subcontractors, and job applicants. We expect our suppliers to treat their workers with respect and dignity.
- **Discrimination:** Our suppliers commit to complying with the provisions of the Labor Code related to the principle of non-discrimination (articles L1132-1 to L1132-4). No distinction between individuals can be based on geographical or ethnic origin, religion, gender, physical appearance, age, health status, political and union opinions, sexual orientation, or disability.

These non-discrimination principles apply to recruitment and in cases of mobility, qualification, remuneration, promotion, training, and working conditions.

○ Preservation of Health and Safety

Our suppliers are committed to continuously ensuring the health and safety of their employees by:

- Preventing accidents and health hazards,
- Providing suitable, healthy, and secure workplaces,
- Training employees in hygiene and safety practices,
- Involving employees in health and safety at work.

Suppliers also implement regulatory monitoring to ensure compliance with various regulatory requirements. Continuous analysis of the risks faced by suppliers' employees helps in better prevention, integrating these principles into daily activities.

○ Data Protection

Our suppliers adhere to regulations regarding the protection of personal data (GDPR). Any data qualified as private that is collected will be used for defined purposes. Access to this data must be restricted, and only individuals involved in the processing of this data should have access.

○ **Compliance with Laws and Regulations**

Our suppliers are obligated to act in accordance with the law. They will adhere to all national, local, and international laws and regulations concerning the conduct of their business.

○ **Quality and Transparency**

Our suppliers place particular importance on adhering to international decisions and treaties, as well as laws and regulations related to export control, financial sanctions, and international trade restrictions in the countries where the Group operates.

In this context, suppliers are encouraged to establish a regulatory monitoring system and closely track regulatory developments in the relevant markets.

The suppliers ensure transparent communication with regulatory control and audit organizations.

○ **Environmental Conservation**

Respecting the environment is a necessity and a catalyst for progress.

NSF expects suppliers to share its commitment to a cleaner and safer environment.

NSF encourages initiatives that can help reduce impacts, particularly through the use of environmentally friendly technologies.

Suppliers are required to adhere to the laws, regulations, and standards related to the environment in force in France. They commit to:

- Preventing any pollution,
- Reducing their carbon footprint,
- Reducing and sorting waste,
- Ensuring proper treatment of waste and emissions into the air and water.

○ Professional Integrity Requirements

- Respect for Clients:

Our suppliers are obligated to prioritize listening to and satisfying their clients.

A quality management system following ISO standards is implemented to ensure the quality of services and involvement in a continuous improvement process.

Suppliers communicate transparently with their clients and commit to responding to any requests or complaints.

- Freedom of Trade and Competition:

The business relationships of our suppliers adhere to the rules of trade and competition outlined by the law.

Suppliers act with loyalty towards their competitors, respecting applicable laws.

Any employee of our suppliers refrains from agreements or behaviors that could be deemed anticompetitive practices.

- Anti-Corruption Efforts:

NSF does not tolerate any form of corruption or influence trafficking. Such practices are illegal and inconsistent with its values.

Therefore, our suppliers must neither give nor receive money, goods, or amenities that deviate from social norms with their business partners. Additionally, our suppliers refrain from engaging in any act considered an undue advantage for administrative authorities.

Gifts and invitations from our suppliers may be considered acceptable expressions of courtesy in the context of good business relations, provided their scope and value are limited, given openly and transparently, and in accordance with local legislation.

- Handling and Confidentiality of Information:

Any loyal and integral relationship of our suppliers with their partners requires adherence to confidentiality principles.

Suppliers commit to collecting information obtained in the course of business activities appropriately, in accordance with laws, regulations, and internal rules of their company.

All employees of our suppliers must respect the value of information provided by their business partners and treat confidential information with strict adherence to established security measures.

Our Code of Conduct formalizes the set of rules that enable us to align our strong values and legal obligations with our suppliers and service providers.

It is incumbent upon all of us to ensure the proper implementation of this code.

We foster an atmosphere of dialogue, allowing everyone to express their concerns regarding our Code of Conduct.

Naoki TADENUMA
President and CEO



Jérôme DURAND
Site director

