

## GENERAL POLICY

Our social responsibility is a major concern in our company.

This responsibility is shared by all of our plants and based on below statements:

- Responsible approach to purchasing
- Weighting the social and environmental impacts of our practices.
- The management of our social and environmental impacts on our practices,
- Commitment and recognition of our employees in our management system
- Ongoing reappraisal of our practices and processes
- Active participation in the challenges for tomorrow, such as climate change
- Collaboration with our partners (customers, suppliers and subcontractors) for an inclusive and fair value chain

Our Group respects its customers, employees, partners and the environment.

Since 1922 the development of our French Group lies on fundamental values and behaviors:

- **Respect and Tolerance**
- **Integrity and Loyalty**
- **Professionalism and Performance**
- **Customer-minded**
- **Eco-Attitude**

## A Responsible Group – Our goals are clear

- **Client satisfaction**
- **Carbon foot print reduction**
- **Compliance with contractual and regulatory commitments**
- **Innovation and eco-design promotion**
- **Waste reduction and recovery**
- **Safety process**
- **Sustainable investments**
- **Safe plants**
- **Natural resources preservation**

## Scope

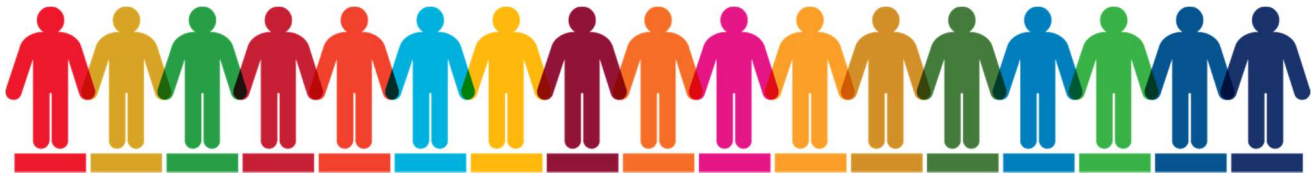
All our employees are required to comply with our Group policies and commitments.

Suppliers are critically assessed for compliance with our Code of Conduct requirements.

Particular attention is paid to technical assistance provided to our customers to adapt our designs to the technical constraints, as well as to current and future environmental issues.

**This general policy is complemented by 4 Sustainable Development key areas:**

- ✓  **Social, Human Rights, Health and Safety**
- ✓  **Responsible Purchasing**
- ✓  **Ethical chart**
- ✓  **Environmental Policy**



**Each plant is committed to implement these policies, communicate to all employees and share with stakeholders.**

## Responsabilities

Group General Management defines the governance of Sustainable Development.

Each industrial site manager is responsible for steering and guaranteeing the deployment of these policies with integrity, responsibility, equity and transparency.

## Our commitments to achieve our goals:

- Manage compliance with laws and regulations.
- Set specific Sustainability goals.
- Communicate with openness about our approach, objectives and results with our employees, customers, suppliers and authorities.
- Determine and allocate appropriate resources to meet our commitments, policies and objectives
- Assess our performance versus commitments and policies.
- Implement corrective actions and measures to ensure continuous improvement of practices and performance.
- Design and manufacture products with a constant focus on eco-design and consumer protection.
- Apply recognised certification systems precepts, sustainable development doctrines of international conventions, agreements and standards (International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work,...).
- Establish strong relationships and partnerships with local actors such as clients, suppliers, institutions or others, foster communication, share best practices and keep strong dynamism.
- Periodically review our policies to ensure that they are up to date and adapted to our challenges, commitments and societal developments.

## Alert Procedure

Our web site contact page allow stakeholders to alert us in case of questions, risks or shortcomings in terms of Sustainable Development (<https://www.rossmann.com/fr-fr/Le-Groupe#RossmanTitreContact>).

All complaints will be investigated and corrective action taken when necessary.

We will ensure that the whistleblower receives a protective status for any report of a serious risk in accordance with the legislation in force.

July 26th 2022

Jean-Marie PAULTES  
EW General Manager

Fabrice ROSSMANN  
EE & AFRICA General Manager