

CODE OF CONDUCT FOR SUPPLIERS AND SUBCONTRACTORS

A. FRAMEWORK

The **Code of Conduct for Suppliers and Subcontractors** of **Groupe GM Cosmética Portugal** aims to establish a commitment between both parties to the principles of the Universal Declaration of Human Rights, the Conventions of the International Labor Organization and the National and Community Legislation, and which must be applied to their commercial activities.

Its acceptance and compliance are a contractual obligation.

Groupe GM Cosmética Portugal intends to work with its suppliers and subcontractors, integrating them into its social and environmental concerns, with a view to guarantee the sustainable development of the business. **Groupe GM Cosmética Portugal** intends to guarantee its customers that the **products it offers them are made in conditions that respect human rights and environment.**

B. SUPPLIER RELATIONS

Groupe GM Cosmética Portugal seeks to establish trustworthy and lasting relationships with suppliers and subcontractors, based on a spirit of cooperation that promotes the principles cited in this Code of Conduct.

C. WORKING CONDITIONS

In the development of its activity the supplier must respect, in any circumstance, the following requirements:

- 1. Child Labor (minors)** - Child labor is not tolerable. Employees shall not be less than the minimum age defined by the Country Legislation:
 - a. The supplier undertakes to comply with all the Legislation applicable to the work of minors;
 - b. The supplier undertakes to keep records proving the date of birth of each employee.
 - c. The supplier implements repair procedures for children who are found working in situations that fit the definition of "child labor".
- 2. Forced Labor - will not be tolerated in any form** - The supplier will not allow acts that fall within the definition of forced labor (any work or service that is extracted from any person under the threat of any penalty for which that person has not volunteered, or whose work or service is required as means of payment of previous debt).
- 3. Work Environment** - The supplier must take the necessary measures to ensure a safe and healthy working environment for all employees.
- 4. Discrimination** - The supplier shall not involve, or support discrimination based on race, caste, nationality, religion, sex, sexual orientation, political or trade union affiliation with regard to recruitment, remuneration, access to training, promotion and retirement of employees.

5. **Disciplinary practices** - The supplier shall not engage in or support the use of body, mental or physical coercion or verbal abuse.
6. **Working hours** - The supplier shall ensure compliance with the Legislation applicable to this requirement.
7. **Remuneration** - The supplier must pay its employees in accordance with the provisions of the respective Legislation.

D. ENVIRONMENTAL ASPECTS

Groupe GM Cosmética Portugal is committed to improve the environment where it is inserted and on which it depends and identify the main environmental aspects arising from its activity to implement measures that promote the prevention and minimization of associated impacts. Thus, it is intended that the supplier also undertakes to promote a culture of respect for the environment, establishing and implementing management practices of its environmental aspects, in a perspective of continuous improvement of its environmental performance.

E. RESPONSIBILITY

The main suppliers of **Groupe GM Cosmética Portugal** are audited in order to evaluate and monitor the management and to control processes, quality systems, environment and good practices implemented. In the audits carried out, with an internal team, opportunities for improvement and eventual non-conformities are identified, for which corrective action plans are defined.

In the event of non-compliance and/or when suppliers are not available to implement the proposed actions, measures are foreseen which may include the suspension of the partnership until there is confirmation that the non-conformities detected are rectified or even the cessation of commercial relations between the parties.

Marie P. G. da Maia

Neiva, June 2023

I, undersigned, _____, as _____ of society

_____ hereby certify:

That we have received and read the Supplier Code of Conduct.

That we are committed to respecting its principles.

_____, ___ / ___ / 2024

Signature _____