

SOCIAL RESPONSIBILITY POLICY

At **Groupe GM Cosmética Portugal**, we believe that beauty must go hand in hand with ethics, sustainability, and social responsibility. We are firmly committed to respecting human rights, animal welfare, environmental protection, and supporting the communities in which we operate.

This **Social Responsibility Policy** sets out the company's commitments towards its employees, customers, suppliers, partners, surrounding community, and all stakeholders, promoting sustainable and inclusive development.

Our **Social Responsibility Policy** reflects the values that guide us and establishes the principles by which we make decisions and conduct our operations.

Our **Social Responsibility Policy** is based on the following Guiding Principles:

- **Ethics and Transparency:** Operate with integrity in all our activities, fostering honest relationships with employees, customers, suppliers, and partners. (Integrity Policy; Code of Ethical Conduct – ETI)
- **Respect for Human and Labor Rights:** Ensure decent working conditions and equal opportunities, rejecting any form of discrimination or exploitation. (Human Rights Policy; Equality and Non-Discrimination Policy; Code of Good Conduct for the Prevention and Combating of Workplace Harassment)
- **Environmental Sustainability:** Reduce the ecological impact of our products and processes, promoting responsible practices throughout the value chain.
- **Animal Welfare:** Reject any form of animal testing, aligning with cruelty-free principles and consistently seeking ethical alternatives.
- **Responsible Innovation:** Develop safe, effective, and sustainable products, using natural and/or biotechnological ingredients of ethical origin.
- **Positive Community Impact:** Contribute to social well-being by promoting initiatives that empower people, especially women and young people, through education and self-esteem.

Neiva, July 2025

