



ZOBELE

by kdc/one

Responsible Sourcing Policy

Smart solutions for an easy life.

1. Our Commitment

Zobe by kdc/one and its operating groups are committed to bring positive social and environmental impact and ensuring that sound practices are in place to manage Environmental, Social, and Governance (ESG) responsibilities. Zobe by kdc/one recognizes that, the social, ethical and environmental footprint of its products and services cannot be dissociated from the business practices of its partners. Serving millions of consumers across the globe, it is essential to manufacture, transport and distribute products in a sustainable and responsible way, and sharing the same commitment to sustainability, improving ESG performance.

This is why, all Zobe by kdc/one partners and contractors are requested to share the same principles, implement them in their business activities and promote these standards throughout their own value chain.

2. Our References

Our sustainability principles are inspired by the mostly recognized global authoritative standards and industry programs, included but not limited to:

- International Labour Organisation – www.ilo.org
- UN Global Compact – www.unglobalcompact.org
- Global Social Compliance Programme – www.gscpnet.com
- UN Environmental Programme – www.unep.org
- World Resources Institute – www.wri.org
- Ethical Trade Initiative – www.ethicaltrade.org

3. Our Requirements

The following are a set of Mandatory Requirements which all Zobele by kdc/one suppliers need to meet to be able to do business with Zobele by kdc/one. Zobele by kdc/one encourages the continuous improvement and is committed to contribute fostering global responsible business ambitions and behaviours.

3.1. Ethics & Anticorruption

- Ensuring legal compliance and integrity in all business activities;
- Preventing bribery & corruption in all forms, included gift and gratuities management;
- Ensuring employees, customers and partners data privacy;
- Ensuring no conflict of interests or undue influences.

3.2. Labour & Human Rights

- Conducting work on a voluntary basis, fighting any form of forced labor;
- Respecting human rights, promoting equal opportunities and rights, against any type of discrimination;
- Ensuring fair wages are paid to all workers and implementing compensation and benefits policies;
- Address living wage and living income gaps within the value chain and develop strategies to improve livelihood;
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- Employing only workers with appropriate age, fighting child labor;
- Ensuring working hours for all workers are reasonable;
- Promoting freedom of association and collective bargaining;

- Protecting all workers' health and safety, managing EHS risk assessment, implementing a robust EHS management system and occupational EHS program, ensuring plant & process safety;
- Adopting fair procedures and remedies for all workers, without coercion, harassment or punishments;
- Protecting the wellbeing and the land rights of communities, including indigenous peoples.

3.3. Environment

- Fostering business sustainability, implementing concrete actions to reduce environmental impact;
- Calculate, monitor and reduce Environmental Footprint (carbon, waste, energy, water);
- Support global sustainability goals achievement;
- Preventing banned or restricted product content;
- Ensuring Environmental Permits maintenance and Reporting;
- Managing Hazardous Materials Appropriately and working to reduce their usage;
- Promoting natural raw materials responsible sourcing;
- Protecting biodiversity and ecological processes.

3.4. Sustainable Purchasing

- Reporting on breaches, ensuring Whistle Blowing policies are in place;
- Promoting conflict free supply chains (e.g. conflict minerals);
- Implementing supply chain transparency & traceability;
- Monitoring and addressing ESG risks in global purchasing markets.

4. Our Expectations

As a supplier to Zobe by kdc/one, you are expected to:

- Read Zobe by kdc/one's Responsible Purchasing Policy and all the referred documents;
- Carry out an assessment of your business practices to ensure you meet the requirements set out in these documents;
- If requested, participate to self-assessment questionnaire (e.g. through the Ecovadis platform) and implement any corrective actions required;
- Be available to undertake an external audit upon Zobe by kdc/one's request;
- Provide information related to ESG performance upon Zobe by kdc/one's request, in the forms and timings to be agreed with Zobe by kdc/one (see some examples of possible information type in the attached Annex)
- Promote these standards throughout your supply chain and partners.

5. Annex - Examples of ESG information

Examples of ESG information to be able to provide upon request, for the partner and its subcontractors:

Governance

- ESG Goals and target setting and voluntary ESG corporate reporting;
- Sustainability reporting programs, or reporting as part of regulatory compliance;
- Risk assessment to identify high-risk areas for environment, health and safety and related action plans;

Labour, Human Rights, Health & Safety

- Workers training on health and safety procedures;
- Verifiable worker health and safety plan;
- Health and safety performance monitoring system in place;
- Audits in the last three years on worker health and safety issues;
- Injury and illness rate, included at company-owned or contract manufacturing facilities that produce final product;
- Report on progress towards achieving living wages, living income and gender pay gap targets;

Environment

- Greenhouse gas emissions (Scope 1 and 2);
- Energy and Water usage data;
- Waste data;
- Land use (pollution, water, soil and air emissions, ...)

Sustainable Products & Supply Chain

- Any Life Cycle Assessment Study or certifications supporting ingredients, components, products, processes improved sustainability profile (e.g. Cradle to Cradle,...);
- Raw Materials, ingredients or components Sustainably Sourced Certifications (e.g. FSC, RSPO);
- Chemical footprint / Chemical Stewardship for the goods supplied;
- Engagement in any programs to reduce the use of chemicals on the stewardship list;
- Authoritative and science-based human health risk assessment methodologies to screen ingredients, raw materials, components and final products;
- Participation in ongoing research to advance the science of product safety and risk assessment;
- Evidences on how adequate microbiological protection of product is ensured;
- Systems in place for post-market safety surveillance.



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