



ANNO 1851

KONINKLIJKE SANDERS B.V.

PERSONAL CARE PRODUCTS

H.E. António Guterres
Secretary General
United Nations
New York, NY 10017
United States of America

Subject: Commitment Letter to the United Nations Global Compact
Vlijmen, Netherlands, July 28, 2023

Dear Mr. Secretary-General,

I am pleased to confirm that Royal Sanders Group, a producer of personal-care products with sites in several European countries, supports the ten principles of the United Nations Global Compact (UNGC) on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement these principles. In fact, with over 170 years of history, running our business in a sustainable way has naturally always been part of our culture. To an extent we have always worked according to the UNGC principles, and the past couple of years we have really accelerated our improvement. We are committed to continue this path and make the United Nations Global Compact principles fully part of our strategy, culture and operations of our company, and to engage in projects and partnerships with our stakeholders and society to further the Sustainable Development Goals. Specifically, we commit to the following:

Human Rights:

- Principle 1: We support and respect the protection of internationally proclaimed human rights, both in our own company and in our value chain.
- Principle 2: We will ensure that we are not complicit in human rights abuses, including at our suppliers.

Labor:

- Principle 3: We uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: We do not accept any form of forced and compulsory labor.
- Principle 5: We do not accept child labor, and also commit to eradicating this in our value chain
- Principle 6: We will eliminate discrimination in employment and occupation.



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Environment:

- Principle 7: We take a precautionary approach to environmental challenges.
- Principle 8: We undertake initiatives to promote environmental responsibility, and actively reduce our negative impact.
- Principle 9: We encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption:

- Principle 10: We work against corruption in all its forms, including extortion and bribery.

Royal Sanders Group will make a clear and public statement of our commitments to these stakeholders and the general public. We recognize the significance of our role as a global corporate citizen and are committed to transparency and accountability. We understand that upholding the UNGC principles is a continuous journey, and we will diligently report on our progress through annual Communication on Progress (COP) reports. Already since several years we publish a yearly "ESG report" that covers most of the UNGC principles, and we commit to adjust our yearly report so that within one year it is fully in line with UNGC standards, and to report this annually. This includes:

1. A statement signed by our CEO expressing our continued commitment and support to the United Nations Global Compact, and its principles.
2. A description of our policies, practical actions and targets that our company has implemented to implement to UNGC principles.
3. A measurement of results and outcomes, both quantitative and qualitative, and comparison with our targets.
4. The completion of the online questionnaire of the Communication of Progress.

Sincerely yours,

Bart Hullegie

Chief Executive Officer

Royal Sanders Group (Crown Bidco B.V., Koninklijke Sanders B.V. and group companies)