

**Correlation table with the CSR Report 13-14**

GLOBAL COMPACT PRINCIPLES	L'OCCITANE ACTIONS
<b>HUMAN RIGHTS</b>	
1. Support and respect the protection of internationally proclaimed human rights	- Reaffirmation of our ongoing support to the Global Compact principles in general → <b>CSR report p.4</b>
2. Make sure that they are not complicit in human rights abuses	- CSR Charter for suppliers → <b>CSR report p. 11</b> - Social Audits→ <b>CSR report p.11</b>
<b>LABOUR</b>	
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining	- Keeping focus on social dialogue → <b>CSR report p. 29 - 30</b> - Agreements with staff representatives concerning health,safety and working conditions → <b>CSR report p.33</b> - Works council actions → <b>CSR report p.33</b>
4. The elimination of all forms of forced and compulsory labour	- Support to the ten principles of the Global Compact → <b>CSR report p.9</b> - Preventing work-related risks → <b>CSR report p.33</b>
5. The effective abolition of child labour	- Fair & sustainable partnerships → <b>CSR report p.12 to 15</b> - Social audits & suppliers involvement → <b>CSR report p.11</b>
6. The elimination of discrimination in respect of employment and occupation	- Gender equality → <b>CSR report p.34</b> - Direct & indirect recruitment of disabled people → <b>CSR report p.35</b> - Sustainable partnership with the ARPEJEH association → <b>CSR report p.35</b> - Number and distribution of employees by gender and age group → <b>CSR report p.42</b> - Hiring and dismissals figures → <b>CSR report p.42</b> - Organization of working hours → <b>CSR report p.42</b>
<b>ENVIRONMENT</b>	
7. Support a precautionary approach to environmental challenges	- Precautionary principle regarding MIT and PET → <b>CSR report p.19</b> - Awareness employees campaigns regarding eco behavior: eco-energy, recycling, carpooling... → <b>CSR report p.24 - 26</b>
8. Undertake initiatives to promote greater environmental responsibility	- ISO 14001 certification → <b>CSR report p.23</b> - Less use of air transportation, road-rail transport & electric trucks for deliveries to stores → <b>CSR report p.25 to 27</b> - Green transport plan → <b>CSR report p.26</b> - Renewable electricity in French stores → <b>CSR report p.27</b>

<p>9. Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> <li>- Eco design approach: formulas, packaging &amp; stores → <b>CSR report p.18 - 20 - 21 - 27</b></li> <li>- Implementation of photovoltaic panels on production sites → <b>CSR report p.24</b></li> <li>- Creation of a “Green Technology Laboratory” → <b>CSR report p.17</b></li> </ul>
<b>ANTI-CORRUPTION</b>	
<p>10. Work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> <li>- Responsible purchasing training sessions → <b>CSR report p.10</b></li> <li>- CSR charter for business networks → <b>CSR report p.10</b></li> <li>- CSR charter for suppliers → <b>CSR report p.11</b></li> </ul>