

Correlation table with the Sustainable Report 2015

| GLOBAL COMPACT PRINCIPLES | LABORATOIRES M&L ACTIONS |
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| HUMAN RIGHTS | |
| 1. Support and respect the protection of internationally proclaimed human rights | - Reaffirmation of our ongoing support to the Global Compact principles in general → report p.4 & 7 |
| 2. Make sure that they are not complicit in human rights abuses | - CSR Charter for suppliers → report p. 9 - Social Audits → report p.9 |
| LABOUR | |
| 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining | - Keeping focus on dialogue with our employees → report p. 22 - Several associations of employees have been created within Laboratoires M&L → Nord& Sud : employees are trained to soaps manufacturing and go to Burkina Faso to transmit this know how to women. → Le Richer du Cade : awareness & training about apiculture. |
| 4. The elimination of all forms of forced and compulsory labour | - Support to the ten principles of the Global Compact → report p.4 & 7 - Preventing work-related risks → report p.21 |
| 5. The effective abolition of child labour | - Fair & sustainable partnerships → report from p.8 to 13 - Social audits & suppliers involvement → report p.9 |
| 6. The elimination of discrimination in respect of employment and occupation | - Gender equality → report p.22 - Direct & indirect recruitment of disabled people → report p.22 - Sustainable partnership with the ARPEJEH association → report p.22 |
| ENVIRONMENT | |
| 7. Support a precautionary approach to environmental challenges | - Precautionary principle regarding LILIAL → report p.16 - Awareness employees campaigns regarding eco behavior: eco-energy, recycling, carpooling... → report p.19 |
| 8. Undertake initiatives to promote greater environmental responsibility | - ISO 14001 certification → report p.15 - Less use of air transportation, road-rail transport & electric trucks for deliveries to stores → report from p.15 to 19 - Green transport plan → report p.18 - Renewable electricity in French stores → report p.19 |

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| <p>9. Encourage the development and diffusion of environmentally friendly technologies</p> | <p>- Eco design approach: formulas, packaging & stores → report from p.15 to 19.</p> |
| <p>ANTI-CORRUPTION</p> | |
| <p>10. Work against corruption in all its forms, including extortion and bribery</p> | <p>- Responsible purchasing training sessions → report p.9 - CSR charter for suppliers → report p.9</p> |