

Correlation table with the Sustainable Development Report 2016

GLOBAL COMPACT PRINCIPLES	LABORATOIRES M&L ACTIONS
HUMAN RIGHTS	
<p>1. Support and respect the protection of internationally proclaimed human rights</p>	<ul style="list-style-type: none"> - Reaffirmation of our ongoing support to the Global Compact principles in general → Report p.4 - Code of ethics → Report p.13 - SEDEX partnership → Report p.14 - Philanthropic programs to support women's leadership in Burkina Faso → Report p. 25
<p>2. Make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> - Code of ethics and responsible purchasing process → Report p. 13 - Partnership with SEDEX → Report p.14
LABOUR	
<p>3. Uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<ul style="list-style-type: none"> - Dialogue with employees / Great Place to work → Report p. 21 - Associations of employees (ex.Le Rucher du Cade)
<p>4. The elimination of all forms of forced and compulsory labour</p>	<ul style="list-style-type: none"> - Support to the ten principles of the Global Compact → Report p.4 - Code of ethics and responsible purchasing process → Report p. 13
<p>5. The effective abolition of child labour</p>	<ul style="list-style-type: none"> - Fair & sustainable partnerships → report from p.15 to 18 - Responsible purchasing process & suppliers involvement → report p.13 & 14
<p>6. The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> - Promoting Gender equality with a gender equality agreement - Direct & indirect recruitment of disabled people - Sustainable partnership with "IMS-Entreprendre" - Partnership with "Passeport Avenir" to help young people succeed academically and professionally → Report p.23 -Philanthropic Cogne bees project → Report p.26
ENVIRONMENT	
<p>7. Support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> - Monitored products process → Report p.19 - Awareness employees campaigns regarding eco behavior: eco-energy, recycling, carpooling... → Report p.8 & 9 - Sustainable Communities program & preservation of biodiversity → Report p.10 to 11 & 15 to 18 - Greenhouse gases measurement → Report p.7
<p>8. Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> - ISO 14001 certification → Report p.7 - Reduction of air transportation → Report from p.7 - Sustainable travel solutions → Report p.8 - Renewable electricity in French stores → Report p.9

<p>9. Encourage the development and diffusion of environmentally friendly technologies</p>	<p>- Eco design approach: formulas, packaging & stores → Report from p.8 to 9.</p>
<p>ANTI-CORRUPTION</p>	
<p>10. Work against corruption in all its forms, including extortion and bribery</p>	<p>- Support and raise awareness among suppliers → Report p.14 - Training in responsible purchasing → Report p.13 - Code of ethics → Report p.13</p>