

Correlation table with the Sustainable Development Report 2018

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"> - Editorial – Reinold Geiger → Report p.2 - Main non-financial risks – Risks associated with the supply chain and risks associated with human rights → Report p.5 - Corporate Responsibility Policy → Report p.6 - Ongoing support to the Global Compact principles → Report p.6 - Ethics → Report p.7 - Responsible purchasing policy / Social risks evaluation within the supply chain → Report p.9 - Supporting local producers and economies → Report p. 10, 11, 12 and 13
<p>2. Make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> - Main non-financial risks – Risks associated with human rights → Report p.5 - Code of ethics and responsible purchasing policy → Report p. 7 and 9
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. 29
<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.6 - Code of ethics and responsible purchasing policy → Report p. 7 and 9
<p>5. The effective abolition of child labour</p>	<ul style="list-style-type: none"> - Responsible purchasing policy & suppliers involvement → Report p.9 - Fair & sustainable partnerships → Report p.10 to 13
<p>6. The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> - Code of ethics → Report p.7 - Diversity and inclusion → Report p.30 and 31 - Great Place to work surveys → Report p.29
ENVIRONMENT	
<p>7. Support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> - Main non-financial risks → Report p.5 - Responsible purchasing policy / Social and environmental risks evaluation within the supply chain → Report p.9 - Assessing the sustainability of the key ingredients → Report p.11 - Assessing the impact of our activities on biodiversity → Report p.14 - Formulation charter → Report p.18 - Eco-design note → Report p.19 - Environmental management system → Report p.19 - Measuring our emissions → Report p.24

<p>8. Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> - ISO 14001 certification → Report p.21 - Reducing our remissions and protecting resources → Report p.21, 22, 24 and 25 - Reducing waste → Report p.23 - Creating eco-friendly formulae and packaging → Report p.18 and 19 - Initiatives aimed at promoting biodiversity throughout the supply chain → Report p.13, 14 and 15
<p>9. Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> - Ecodesign approach: formulas, packaging & stores → Report p.18 and 19
<p>ANTI-CORRUPTION</p>	
<p>10. Work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> - Main non-financial risks – Risks associated with Ethics → Report p.5 - Corporate Responsibility Policy → Report p.6 - Ethics / Code of ethic for purchasing → Report p.7 - Responsible purchasing policy / Social risks evaluation within the supply chain → Report p.9