

**COPs NOVEMBER 2019 - LABORATOIRES M&L (French subsidiary of the L'OCCITANE Group)**  
**Correlation table with the Sustainable Development Report 2019**

GLOBAL COMPACT PRINCIPLES	LABORATOIRES M&L ACTIONS
<b>HUMANS RIGHTS</b>	
1. Support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> <li>- Editorial – Reinold Geiger → <b>Report p.2</b></li> <li>- Main non-financial risks – Risks associated with the supply chain and risks associated with human rights → <b>Report p.5</b></li> <li>- Corporate Responsibility Policy → <b>Report p.4 and 6</b></li> <li>- Ongoing support to the Global Compact principles → <b>Report p.4</b></li> <li>- Ethics → <b>Report p.7</b></li> <li>- Responsible purchasing policy / Social risks evaluation within the supply chain → <b>Report p.9</b></li> <li>- Supporting local producers and economies → <b>Report p.10, 11, 12 and 13</b></li> </ul>
2. Make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none"> <li>- Main non-financial risks – Risks associated with human rights → <b>Report p.5</b></li> <li>- Code of ethics and responsible purchasing policy → <b>Report p. 7 and 9</b></li> </ul>
<b>LABOUR</b>	
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> <li>- Dialogue with employees / Great Place to work → <b>Report p. 29</b></li> </ul>
4. The elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> <li>- Support to the ten principles of the Global Compact → <b>Report p.4</b></li> <li>- Code of ethics and responsible purchasing policy → <b>Report p. 7 and 9</b></li> </ul>
5. The effective abolition of child labour	<ul style="list-style-type: none"> <li>- Responsible purchasing policy &amp; suppliers involvement → <b>Report p.9</b></li> <li>- Fair &amp; sustainable partnerships → <b>Report p.10 to 13</b></li> </ul>
6. The elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> <li>- Code of ethics → <b>Report p.7</b></li> <li>- Diversity and inclusion → <b>Report p.30 and 31</b></li> <li>- Great Place to work surveys → <b>Report p.29</b></li> </ul>
<b>ENVIRONMENT</b>	
7. Support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> <li>- Main non-financial risks → <b>Report p.5</b></li> <li>- Responsible purchasing policy / Social and environmental risks evaluation within the supply chain → <b>Report p.9</b></li> <li>- Assessing the sustainability of the key ingredients → <b>Report p.11</b></li> <li>- Assessing the impact of our activities on biodiversity → <b>Report p.14</b></li> <li>- Formulation charter → <b>Report p.18</b></li> <li>- Eco-design note → <b>Report p.18</b></li> <li>- Environmental management system → <b>Report p.21</b></li> <li>- Measuring our emissions → <b>Report p.21</b></li> </ul>

<p>8. Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> <li>- ISO 14001 certification → <b>Report p.21</b></li> <li>- Reducing our remissions and protecting resources → <b>Report p.21, 22, 23, 24 and 25</b></li> <li>- Reducing waste → <b>Report p.23</b></li> <li>- Creating eco-friendly formulae and packaging → <b>Report p.18 and 19</b></li> <li>- Initiatives aimed at promoting biodiversity throughout the supply chain → <b>Report p.14 and 15</b></li> </ul>
<p>9. Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> <li>- Ecodesign approach: formulas, packaging &amp; stores → <b>Report p.18 and 19</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>- Main non-financial risks – Risks associated with Ethics → <b>Report p.5</b></li> <li>- Corporate Responsibility Policy → <b>Report p.4</b></li> <li>- Ethics / Code of ethic for purchasing → <b>Report p.7</b></li> <li>- Responsible purchasing policy / Social risks evaluation within the supply chain → <b>Report p.9</b></li> </ul>