

cosnova's

Human rights Policy

cosnova GmbH and its subsidiaries (hereinafter jointly cosnova), are thoroughly committed to uphold all internationally recognized Human Rights in both, within our company as well as throughout the supply chain. Hence, this policy complements our Code of Conduct for Employees as well as our Code of Conduct for Business Partners.

We consider the following standards to be the foundation on which our Human Rights Policy is built:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social, and Cultural Rights
- The UN Convention on the Rights of the Child
- The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- The Ten Principles of the UN Global Compact

Approach

cosnova's commitment to uphold Human Rights extends to all its affiliated companies, all business partners, as well as its suppliers.

The Human Rights Policy was developed to further expand the principles laid out in the Code of Conduct for Employees, and, furthermore, the Code of Conduct for Business Partners with regard to Human Rights.

Our Code of Conduct for Employees encourages all our managers and employees to act in a manner that advocate and promotes our company values, including the commitment to ethical labor practices within our company as well as the supply chain, respecting Human Rights and protecting the environment.

Thus, cosnova takes responsibility for upholding ethical standards throughout the supply chain. Our Code of Conduct for Business Partners lays out the principles and standards that our suppliers and, without a doubt, other business partners must adhere to. This includes minimum requirements for ethical labor practices amongst our business partners.

Implementation

We at cosnova consider it our corporate responsibility as a multinational cosmetics company to further the championing of Human Rights. Per our values, we believe acting in a socially responsible manner as a company is a prerequisite for long-term success.

We expect the following non-exhaustive list of particular importance:

- Prohibition of forced labor, harassment, and inhumane or degrading treatment of employees
- Prohibition of child labor
- Protection of young workers
- Sufficient remuneration for a reasonable quality of life
- Adherence to applicable national laws on working hours, holidays, and overtime, with normal weekly working hours not exceeding 48 hours and overtime not exceeding 12 hours
- Workplace health and safety
- Equal opportunities regardless of ethnic or social background, nationality, skin color, religion, sexual orientation, gender, age, disability, or political beliefs (if based on democratic principles)
- Freedom of association

By holding annual social audits, cosnova monitors the adherence of its supply chain to the principles laid out in this Policy and the Code of Conduct for Business Partners. This program has been implemented in cooperation with LRQA, a specialist in Social Compliance Audits.

Furthermore, cosnova has been conducting regular sustainability assessments of our suppliers since 2017,

performed by EcoVadis. These include numerous criteria related to Human Rights and working conditions such as risk prevention, worker's safety, discrimination, and child labor.

Based on the results of these reports, cosnova together with the respective supplier, implements corrective action plans and in severe cases remediation measures.

Additionally, cosnova recognizes the adverse effects of climate change on Human Rights. Thus, we are committed to fighting climate change by reducing our operational emissions. In 2022, our climate action commitment was validated by the Science Based Target Initiative (SBTi).



Reporting a violation

If you are involved in a possible violation of Human Rights or if you witness or learn of a possible violation of Human Rights, we ask you to report it.

You may report a (possible) violation of the Human Rights Policy in the following ways:

Fill out our contact form on our website:
<https://www.cosnova.com/en/contact>

Or use our whistleblower portal at:
<https://cosnova.integrityline.com>

When stating an anonymous report, may you please keep in mind that it is difficult to thoroughly investigate a situation without sufficient facts. Therefore, please make sure that you provide as many details as possible, as this will increase the chances of a successful resolution of the matter. Your report will be forwarded to the group of people named on the integrity line and/or possibly to external lawyers, as well as authorities in the course of the investigation.

If you are involved in a violation of our Human Rights Policy, your decision to bring it to cosnova's attention, and your cooperation in resolving the matter is going to be considered in the investigation.

To the extent possible, cosnova treats reports confidentially. Notwithstanding, there may come a time when we cannot proceed with the investigation without obtaining additional information from others, or without disclosing the information you have provided. In any case, we are going to use our best efforts to investigate the matter in a professional manner that is respectful to all parties involved.

It is cosnova's policy to cooperate fully with any governmental investigation and to provide any information relevant to such investigation.

Reporting a possible violation of our Human Rights Policy does not put you at a disadvantage as long as the report is made in good faith. This does not mean that a reported concern must be accurate or turn out to be a violation, but, nonetheless, it does require that you act truthfully when reporting a concern.