

# Sustainable sourcing policy



**STÉARINERIE DUBOIS**  
Corporate Social Responsibility

# Sustainable sourcing policy

As signatory of the UN Global Compact in 2017, Stéarinerie Dubois reaffirms its policy and its commitment to upholding the ten principles of its responsibility regarding human rights, labor practices, environmental protection and the fight against corruption.

We seek to share our commitment to sustainable development with our suppliers and subcontractors.

Through the present Supplier Code of Conduct, to be updated regularly, Stéarinerie Dubois invites all of its suppliers and subcontractors to join us in adopting this approach.

## ENVIRONMENT

### **BIODIVERSITY**

Comply with Access to Benefit Sharing obligations under the Nagoya Protocol, the applicable rules regarding the country of origin of raw materials and the applicable rules under Regulation (EU) No 511/2014.

### **REACH**

Promote products that are safe for people and the environment and comply with REACH regulations.

### **ZERO DEFORESTATION**

Implement measures to reduce the environmental impact of manufactured products throughout their life cycle and ensure that none of them contribute to deforestation.

### **GOOD AGRO-ECOLOGICAL PRACTICES**

Develop good crop management practices, including a zero burning and fire prevention policy.

### **GHG REDUCTION**

Reduce the carbon footprint by adopting GHG reduction targets.

### **TRACEABILITY**

Develop sustainable industries.

## HUMAN RIGHTS

### **UNITED NATIONS PRINCIPLES AND RIGHTS**

Respect and promote the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, and the ILO core conventions on basic labour rights and principles.

### **LABOUR RIGHTS**

Exclude all forms of forced labour and modern slavery. Commit to no retention of worker identification documents. Maintain a legal and decent hourly rate, guarantee the payment of a minimum income and decent standards of living, a fair, equitable wage and benefits for all workers. Commit to no abusive practices or undue disciplinary procedures.

### **CHILDREN'S RIGHTS**

Guarantee and commit to the exclusion of the worst forms of child labour from its operations in accordance with the United Nations Convention on the Rights of the Child in its Article 32 (Protection from Economic Exploitation) and Convention 182 of the International Labour Organization.

### **COMMUNITY RIGHTS**

Respect the rights of workers, indigenous, vulnerable and local communities throughout the value chain.

### **HEALTH/SAFETY**

Implement a health and safety policy designed to ensure a safe and healthy working environment for all employees.

### **GENDER EQUALITY**

Promote a policy of diversity and gender equality.

### **HARASSMENT**

Exclude all forms of harassment, including sexual harassment.

**GENERATE A POSITIVE SOCIO-ECONOMIC IMPACT FOR THE LOCAL POPULATION AND COMMUNITIES, SUPPORTING SMALLHOLDERS THROUGH THEIR INCLUSION IN VALUE CHAINS**

## COMPLIANCE

### **CONFLICT MINERALS**

Commit to documented due diligence for tin, tungsten, tantalum and gold ("3TG") and to conflict-free sourcing.

### **ANTI-CORRUPTION**

Fight against corruption, money laundering in all its forms and the financing of terrorism.

### **COMPETITION LAW**

Comply with competition law.

### **PRIVACY**

Respect the confidentiality of any information received, and never use it for personal gain.

### **CUSTOMS REGULATIONS**

Comply with applicable customs regulations.

### **TRANSPARENCY**

Promote transparency and ethical behaviour in relations with stakeholders.