



NDPE

Palm oil Policy

STÉARINERIE DUBOIS

Corporate Social Responsibility

We, at STEARINERIE DUBOIS, are committed to reduce our footprint all along our activities. We believe, even as a small player in the market of palm oil derivatives esters, that we can contribute to build a sustainable Palm Oil Supply Chain.

With this in mind, we support the RSPO Principles and Criteria 2018, the Accountability Framework initiative guidelines and are certified RSPO MASS BALANCE and SEGREGATED SCCS. We are committed to annually disclosing traceability indicators at both mill and plantation levels. We also commit to publicly disclose our mill list on our website to strengthen supply chain transparency and traceability.

Target/KPI: 100% traceability to plantations by 31 December 2025, measured and disclosed annually through dedicated traceability performance indicators.

We strongly encourage and follow the progress of our palm oil derivatives suppliers; we expect our suppliers to publish their own NDPE. We apply due diligence practices to check their compliance with our policy.

NO DEFORESTATION
- No development on High Carbon Stock (HCS) Areas - No development on High Conservation Value Areas (HCVA), as defined by High Carbon Stock Approach (HCSA) - Development of good crop management practices, including a zero burning and fire prevention policy
NO PEAT
- No new development on peatland regardless of depth - Best management practices in existing plantations on peatlands
DRIVE POSITIVE IMPACT FOR PEOPLE AND COMMUNITIES
- Excluding all forms of forced or compulsory labor, modern slavery, harassment, child labor from its operations - Respecting and promoting the rights of workers including temporary contracts and migrant workers - Land tenure rights and the rights of indigenous, local communities, vulnerable and marginalized groups, including FPIC - The legal and decent hourly rate, guarantee of minimum income, fair and equitable wages and benefits for all workers - The health and safety environment for all employees - Diversity and gender equality, including for recruitment Supporting smallholders’ livelihoods through their inclusion in the global palm oil derivatives value chain and through support for landscape initiatives aimed at improving smallholder living incomes.
COMPLIANCE
- The development of transparent and traceable supply chain, promoting ethical behavior in relations with stakeholders - The fight against corruption, money laundering and financing of terrorism - The compliance with applicable customs regulations - The compliance with international and local regulations concerning the environment and protection of biodiversity - Transparency, fairness and impartiality in treating grievance

We also expect from our suppliers the adoption of local and international logistical processes conceived to limit their environmental impact. More specifically, regarding climate change and greenhouse gases, we ask them to implement a monitored plan to reduce or minimize GHG emissions.

We are convinced that traceability, certifications and scientific knowledge can guarantee the use of good agricultural practices leading to an optimized yield in existing plantations without additional expansion.

These objectives take part in the Sustainable Development Goals of the United Nations while respecting Human Rights, protecting forests and biodiversity and facilitating access to education for local populations.

We hereby undertake to comply with the following requirements and will duly inform all our direct suppliers, urging them to comply with these principles and will duly inform all of our direct suppliers, urging them to comply with these principles.

Date: / /

Company name:

Represented by:

This policy is approved by Senior Management and the Procurement and Sustainability Departments. It will be subject to an annual review, an annual performance report, and updates in line with regulatory developments (EUDR, RSPO, Accountability Framework initiative).

Head of Sustainability & Head of Procurement – Annual Update – June 30, 2026