



persán

PERSÁN RESPONSIBLE SOURCING POLICY

Persán is a family business that has been a leader in developing, manufacturing, and marketing home care and personal care products for 80 years. We are dedicated to create a cleaner and healthier world, meeting the daily needs of millions of people.

Our core principles revolve around Technology + People, as we continuously strive for excellence and adhere to the highest industry standards. We ensure that all our activities, production processes, and mere existence align with our core values, contributing to a better society.

To achieve this, we developed a Continuous Improvement Project, oriented towards the search for excellence in our products and our Foundation has three pillars that have been defined since its creation in 2006, labor integration, direct social action against poverty and the promotion of values such as merit and the culture of effort.

Our Responsible Sourcing Policy sets out the standards of behavior we expect from our suppliers with whom we seek to establish mutually beneficial relationships and encourage to match our high standards, strengthening our supply chain and the business within it.

It is the responsibility of each supplier to ensure that this Policy is communicated throughout their organizations and made available to their employees and subcontractors who work with Persán, S.A.

Given the importance that this Policy has for Persán, we reserve the right not only to conduct audits to assure compliance with these expectations, but also to discontinue any relationship in the event of breach or fail to correct any of these expectations.

Ana Dias
Chief Procurement Officer

Cristina González
Chief Sustainability Officer



OUR EXPECTATIONS:

1. COMPLIANCE WITH LAWS

We require every supplier to operate in full compliance with all applicable laws, rules and regulations, as well as the standards relevant for their business and to conduct Business with integrity and fair competition.

2. FAIR WORKING CONDITIONS

Suppliers shall commit to and respect the principles and values of the United Nations Universal Declaration of Human Rights as well as commit and respect the principles of International Labor Organization Conventions. This includes:

- ✓ employment policies comply with local law including restrictions on maximum working hours and voluntary overtime. Wages and benefits paid must meet, at a minimum, national legal standards or industry standards, whichever is higher.
- ✓ All employees must be provided with a written and understandable contract of employment
- ✓ Suppliers shall not use forced, bonded or indentured labour, trafficked or non-voluntary labour.
- ✓ Suppliers shall not, under any condition, employ children who are below the minimum local legal age for employment.
- ✓ All workers are treated equally and with respect and dignity. Equal opportunities should be available for employees at all levels regardless of race, caste, national origin, religion, disability, gender, age, marital status, sexual orientation, union membership or political affiliation.
- ✓ provide a workplace free of harsh and inhumane treatment, including any form of abuse or intimidation including sexual harassment, sexual abuse, physical abuse or discipline, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.
- ✓ respect for freedom of association and the right to collective bargaining.

3. HEALTH AND SAFETY

Suppliers must ensure working conditions are safe and hygienic and adequate steps taken to prevent accidents and injury to health.

Appropriate health and safety information, training and equipment shall be provided to workers to ensure that business activities are undertaken in a responsible manner and in accordance with relevant health and safety legislation.

4. ENVIRONMENT and SUSTAINABILITY

Persán, S.A. is dedicated to reducing its environmental impact and contributing to societal improvement. We expect all suppliers to conduct their business in a sustainable manner, addressing all environmental, social, and governance (ESG) aspects. Continuous improvement is essential to minimize any adverse effects in these areas, and suppliers must comply with all relevant legislation pertaining to ESG. Persán will provide specific commitments to suppliers,



aligning them with industry sustainability standards and our own goals to create a better world for everyone.

5. SUPPLY CHAIN TRANSPARENCY and PRODUCT SAFETY

Persán, S.A. aims to trace the entire supply chain of its products from their origin, in order to assess and monitor associated risks, ensuring products are safe for their intended use. Suppliers must also ensure that the information necessary for the safe handling and use of their products is available, as well as the complete traceability of its supply chain.

REPORTING ON BREACHES

PERSAN reserves the right, in case of evidence or indications that may involve a violation of this Policy, and after giving at least seven (7) days' notice to the Supplier, to initiate an audit procedure through its own personnel or third parties, and to monitor the Supplier's processes to verify that they are carried out in accordance with applicable laws and contractual terms and conditions of purchase. Also, without prejudice to the foregoing, given the essential nature of this policy, PERSAN reserves the right to terminate the commercial/contractual relationship between the parties in the event of breach, which does not imply the waiver of any further action.

Any breach of this Code of Conduct must be reported immediately to Persan's Compliance Office through the ethics channel provided for this purpose (<https://persan.integrityline.com/>).

Breaches will be investigated, and corrective actions will be taken.

Persán, S.A. expects the Third Party to cooperate in the investigation, including providing access to all information required and to the people that could be involved in the investigation for interviews. Persán, S.A. will only ever request information which is relevant to the investigation and will treat any Third-Party documents as confidential unless there is a legal obligation to disclose.

UPDATE AND ACCEPTANCE

The content of this document will be updated and reviewed periodically, following the same procedure as in its preparation, and adapting it to changes in society and the law in general and Persán S.A., and the latest approved version will be available on the Persán website (www.persan.es).