

CODE OF GOOD CONDUCT FOR PREVENTING AND COMBATING HARASSMENT & DISCRIMINATION AT WORK

REGULATIONS EU 2018/2055 OF THE EUROPEAN PARLIAMENT of September 11th, 2018

EU 2018/1808 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of November 14th, 2018

HARASSMENT

Definition

Harassment is defined as unwanted behaviour, particularly behaviour based on discrimination, practiced at the time of access to employment or during employment, work or vocational training, with the aim or effect of disturbing or embarrassing a person, affecting their dignity or creating an intimidating, hostile, degrading, humiliating or destabilizing environment.

Sexual harassment is unwanted behaviour of a sexual nature, in verbal, non-verbal or physical form, with the aim or effect referred above.

Harassment can be practiced by any hierarchical superior (vertical) or by subordinate workers (horizontal) as well as by third parties who interact with the company.

1. All employees of Groupe GM benefit from a working environment free from sexual harassment, moral harassment, and possible retaliation.
2. Harassment in the workplace or outside the workplace, during normal working hours or otherwise, is strictly forbidden.
3. All workers must refrain from engaging in any conduct which constitutes or may constitute harassment, which is or may be degrading or humiliating, hostile or destabilizing.
4. Workers must treat all colleagues, superiors and other people who have dealings with the company with respect.
5. All employees are responsible for complying with policy regarding sexual and/or moral harassment.
6. Whenever an employee witnesses or becomes aware of a situation, he must start a social dialogue to the Management team or to the internal referent of Groupe GM. It can be oral discussion or written email notification.
7. Employees who feel they are being harassed at work should report the situation to Groupe GM management team or to the internal referent in the same way.
8. Groupe GM guarantees the confidentiality of the complainants, witnesses and facts reported.
9. The practice of harassment entitles the victim to compensation for damages, under the general terms of the law.

Algotherm

ALQVIMIA

ANNE SEMONIN

Atelier Cologne

AZZARO

BENAMOR

CASTELBEL

CINQ MONDES

CLARINS

CODAGE

COMPAGNIE DE PROVENCE

EDITIONS DE PARFUMS FREDERIC MALLE

Fragonard

GEMOLOGY

HEI POK

HUYGENS

INES DE LA FRESSANGE

Le Petit Prince

LU MING TANG

MINE

MUGLER

NUXE

omnisens

PASCAL MORABITO

Perricone MD

PHYTOMER

SALENTUM

SUNDARI

TERRARÉ

TRUSSARDI

Typology.

VINÈSIME

AMMO

AMU'IN

BIENVENUE

DAMANA

island

KEIJI

n.ki

OËAN

SCANDINAVIAN WHITE

Algotherm

ALQVIMIA

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Typology.

VINESIME

AMMO

AMU'IN

BIENVENUE

DAMANA

island

KELJI

Sc+

KATHER

n-ki

OCEAN

SCANDINAVIAN WHITE

DISCRIMINATION

The Policy of Equality and Non-discrimination of Groupe GM is materialized in principles and guidelines where values and benchmarks of action are built which include a clear guideline for prohibition in any way or manner, direct or indirect discrimination and the right to equal access to employment and at work.

Concepts about equality and non-discrimination

a) Direct discrimination - whenever, due to a factor of discrimination, a person is submitted to a less favourable treatment than the one that is, has been or will be given to another person in a comparable situation;

b) Indirect discrimination - whenever an apparently neutral provision, criteria or practice is likely to place a person, by reason of a discriminatory factor, in a position of disadvantage compared to others, unless that provision, criteria or practice is objectively justified by a legitimate aim and the means to achieve it are adequate and necessary;

c) Equal work - the one in which the functions performed at the service of the same employer are equal or objectively similar in nature, quality and quantity;

d) Work of equal value - work in which the functions performed at the service of the same employer are equivalent, considering the qualification or experience required, the responsibilities assigned, the physical and mental effort and the conditions in which the work is carried out. It is considered discrimination the mere order or instruction with the intention to do harm in someone based on a factor of discrimination.

1) Prohibit any direct or indirect form of discrimination

All employees must act fairly, rejecting any situation and any form of discrimination, regardless of age, gender, sexual orientation, marital status, family status, genetic heritage, physical condition, nationality, ethnic origin, religion, social origin, language, race, colour, disability, education, economic or social condition, political or ideological orientation or trade union membership, irrespective of their hierarchical level or function.

Groupe GM assures that workers have the right to equality:

a) In opportunities and treatment in employment, training, career promotion and working conditions, not being able to be privileged, benefited or harmed by reason of ancestry, age, sex, sexual orientation, gender identity, marital status, family or economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, race, place of origin, language, religion, political or ideological convictions and union affiliation, and Groupe GM, as an employer, with regard to these factors, shall not and will not practice any type of discrimination, direct or indirect;



b) Professional training actions, preference should be given, whenever justified, to workers belonging the underrepresented sex, if the profession or function to which they are directed is exercised predominantly by workers belonging to one of the sexes;

c) In remuneration, for carrying out equal work or work of equal value, the salary must also be equal;

d) In the granting of any leave, layoffs and absences, related to the protection of parenthood (paternity and maternity), which cannot justify any type of differences in remuneration.

Groupe GM shall not and will not practice any type of discrimination, direct or indirect, within the scope and in violation of the identified rights.

2) Equal access to employment and at work

Groupe GM is assertive and fully focused on impartial, fair, and equal treatment when it comes to opportunities for access to employment, as regards selection criteria and conditions of employment, as well as at work, where there is appreciation of employees and a constant search to provide development opportunities.

The management of employees is oriented towards achieving the best performances, stimulating personal development and enhancement, motivating, and ensuring support whenever necessary.

The remuneration of employees is defined exclusively according to their employment category, career path and degree of achievement of the established objectives respecting the wage ratio of 1:1 between men and women with similar functions and level of responsibility.

Nevertheless, behaviour based on discriminatory factors that, in particular cases, is considered a justifiable and decisive requirement for the exercise of the professional activity, given the nature of the activity in question or the context in which it is carried out, and provided that the objective is legitimate and the requirement proportional, does not constitute discrimination.

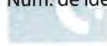
Differences in treatment based on age that are necessary and appropriate for the achievement of a legitimate objective, namely employment policy, labour market or professional training are allowed.

3) Prevention of child labor

Groupe GM prohibits employing workers under the legal minimum hiring age, the compulsory schooling age or the age of 16, and checks age upon hiring.

In the unlikely case that child labour is identified within your operations despite the measures taken to avoid this, Groupe GM would take immediate remedial actions (eg. enable the employee to return to school and if possible, offer the same job to an adult family member).

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Maria Pinto Lobo Maia

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