



# Sustainable Supply Chain Policy of the Dr. Miele Cosmed Group Capital Group



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**The mission of the Dr. Miele Cosmed Group Capital Group is to deliver top quality products, created by people for people, using state-of-the-art technology and with care for the environment.**

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We are guided by widely recognised principles of sustainable development as set out, among others, in the UN Sustainable Development Goals (SDGs), the International Bill of Human Rights, the International Labour Organisation Conventions, as well as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, the guidelines and reports presented under the UN Convention on Biological Diversity (COP 15), and the EU Biodiversity Strategy for 2030.

We bear responsibility for ensuring that our business activity does not cause, contribute to, or is directly linked to human rights violations, environmental pollution, or negative impacts on biodiversity in the supply chain.

**Therefore, we expect from ourselves and from our suppliers compliance with the following:**

**Human rights, including rights related to occupational safety:**

- prohibition of child labor;
- prohibition of forced labor and of physical or psychological disciplinary practices, including bullying or harassment;
- ensuring equality and prohibition of discrimination based on gender, age, race, religion, nationality, beliefs, political opinions, trade union membership, ethnic origin, disability, sexual orientation, type of employment or working time, or any other social, economic or political criteria;
- the right to safe working conditions;
- the right to fair remuneration and rest;
- the right to association and dialogue;

**Environmental protection rights, including but not limited to:**

- actions toward decarbonisation and zero emissions of business activities in line with the Paris Agreement, including the calculation of carbon footprint in at least Scopes 1 and 2;
- monitoring the environmental impact of business operations, analysing and assessing related risks and opportunities, and implementing mitigation actions;
- protection of biodiversity (including avoiding deforestation) and animal welfare;

- monitoring the volume of raw material purchases, verifying their origin, and ensuring compliance with the Nagoya Protocol and the Washington Convention (CITES);
- responsible waste management, including implementation of circular economy principles;
- actions to protect water resources and proper wastewater management;
- compliance with environmental requirements for production activities and for raw materials themselves, including compliance with the REACH regulation;

We also expect our business partners to ensure analogous rights and to comply with **due diligence principles in their supply chains**. We expect full cooperation in the area of ESG audits and, in case of challenges, **dialogue** and joint efforts to reach full compliance with the above principles.

**We actively engage in adhering to the applicable principles by:**

- 1. establishing organisational structures** responsible for the areas covered by this Policy, supervised by the designated Management Board Member and managed on an ongoing basis by the Purchasing Director;
- 2. requiring ourselves and our business partners to comply with the Capital Group's Code of Ethics and due diligence principles** in accordance with the OECD guidelines set out in the Due Diligence Policy;
- 3. monitoring** compliance with the principles through annual supplier audits in line with the adopted procedure;;
- 4. promoting best practices** and supporting initiatives in this field;
- 5. educating** our suppliers and employees on the importance of ESG principles for business development and meeting consumer and market expectations;
- 6. ensuring a mechanism for reporting** violations for all stakeholders;
- 7. creating and implementing policies and procedures** regulating areas of highest risk, such as the Anti-Corruption Policy, Whistleblowing Policy, Anti-Money Laundering and Counter-Terrorist Financing Procedure, Respect for Human Rights Policy, etc.;
- 8. reporting** progress in activities in the annual sustainability statement.

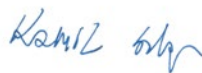
**Management Board of Dr. Miele Cosmed Group S.A.**



**Magdalena Miele**  
President  
of the Management Board



**Arthur Mielimonka**  
Member  
of the Management Board



**Kamil Szlaga**  
Member  
of the Management Board



**Michał Czajka**  
Member  
of the Management Board