

A close-up photograph of vibrant green mint leaves, showing their characteristic serrated edges and vein patterns. The leaves are densely packed and fill the entire background of the page.

Charter

Responsible Purchasing

elixens
France

Preamble	1
1. HUMAN RIGHTS	3
A.1. Compliance with labor law, human rights and fair compensation	3
A.2. Forced labor, servitude and human trafficking	3
A.3. Child labor	4
A.4. Psychological and sexual harassment	4
A.5. Combating discrimination and promoting diversity	5
A.6. Working conditions, health, safety and environment	6
2. ENVIRONMENT	7
A.1. Environmental protection and sustainable practices	7
A.2. Waste reduction and recovery	7
A.3. Eco-responsible production facilities	7
A.4. Regulatory compliance and responsible sourcing	8
A.5. Protection of biodiversity and ecosystems	8
3. ETHICAL PRACTICES	10
A.1. Anti-corruption	10
A.2. Illegal payments	10
A.3. Fraud and falsification	10
A.4. Fair competition and compliance with antitrust laws	11
A.5. Integrity, transparency and confidentiality	11
A.6. Compliance with laws, regulatory adherence and collective commitment	11
SIGNATURE AND ACKNOWLEDGMENT	13

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Preamble

Elixens France formalized its **Corporate Social Responsibility (CSR) policy in its CSR Charter**, published in May 2022. Through this document, Elixens France affirms its commitment to maintaining **open and constructive dialogue** with all its stakeholders (suppliers, customers, local communities, public and private institutions) in order to collectively improve practices within a responsible and sustainable framework. This systemic approach **covers the entire value chain**, from raw material production to the delivery of our finished products.

This Responsible Procurement Charter, revised at the end of 2025, constitutes the operational implementation of this commitment for the Procurement function. Its purpose is to integrate the principles of sustainable development, ethics, and fair trade into all the Company's commercial and partnership relationships.

In accordance with French Law No. 2019-486 of May 22, 2019 relating to business growth and transformation (PACTE Law), Elixens France undertakes to identify, prevent, and manage ethical, social, and environmental risks related to its activities, and to implement the necessary measures to mitigate them.

The objectives of this Charter are twofold:

- To ensure that all purchases made by Elixens France comply with its **ethical, social, and environmental values**;
- To support its **suppliers and subcontractors** in a continuous **improvement approach** based on transparency, accountability, and cooperation.

This responsible procurement policy, integrated into Elixens France's CSR strategy, is based on three pillars:

1. **Human Rights (empowerment of individuals, responsible industrial sites)**
2. **Environment (living and sustainable territories)**
3. **Responsible and Ethical Procurement Practices (natural and safe products)**

It takes into account the impacts on local communities from which Elixens France and its partners source, **the environment** in which they operate, as well as **employees, customers, and other institutional stakeholders**.

Elixens France favors long-term relationships with suppliers who share its values and ambition for continuous progress. Compliance with CSR commitments therefore becomes a **key criterion for the selection and continuation of partnerships**, alongside quality, cost, service, innovation, and risk management.

The suppliers and business partners of Elixens France play an essential role in the success of this approach. They represent the Company's image and values and **must, as such, fully adhere to the commitments described in this Charter**.

Such adherence is based on:

- **Compliance with the fundamental principles of labor law**, human rights, and environmental protection;
- **Compliance with local and international regulations***, particularly regarding traceability, integrity, and transparency;
- **Active collaboration in CSR initiatives and audits conducted by Elixens France.**

** This Charter is based on international standards and reference frameworks, including:*

- The Ten Principles of the United Nations Global Compact;
- The Conventions of the International Labour Organization (ILO);
- The Universal Declaration of Human Rights;
- The International Convention on the Rights of the Child;
- The International Convention on the Elimination of All Forms of Racial Discrimination (1966);
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990);
- ISO 26000 – Guidance on Social Responsibility;
- ISO 20400 – Sustainable Procurement.

Elixens Responsible Procurement Charter...

... is intended to serve as a **management and continuous improvement tool**, adaptable to the size, capabilities, and context of each supplier. Elixens France takes into account the specific constraints of each partner while requiring **measurable and verifiable progress**.

In the event of persistent non-compliance, failure to demonstrate commitment within a reasonable timeframe, or proven breach of these principles, **Elixens France reserves the right to reassess or suspend collaboration with the concerned supplier(s)**, without prejudice to any legal action.

The Responsible Procurement Charter applies to all suppliers, subcontractors, and business partners of Elixens France, as well as to their own supply chains. Each partner is encouraged to **communicate and implement** these principles with their employees, service providers, and producers.

By committing to this Charter, suppliers become **active participants in collective progress** and contribute, alongside Elixens France, to building a responsible, ethical, and sustainable supply chain that upholds product quality, respect for human rights, and environmental preservation.

1. HUMAN RIGHTS

Article 1 – Compliance with labor law, human rights and fair compensation

Suppliers and business partners of Elixens France, whether producers, processors, or resellers, must operate in full compliance with all labor laws and regulations applicable in the countries where they conduct their activities.

They commit to providing their employees with fair and dignified working conditions, particularly regarding compensation, working hours, safety, and the respect of fundamental rights.

1.1. Human rights : Legal Compliance and Fair Compensation

Suppliers and partners of Elixens France must:

- Respect and promote the **human rights** of individuals and **local communities** impacted by their activities;
- Give due consideration to **vulnerable or marginalized groups** and ensure **fair and transparent sharing of the benefits** arising from economic activities;
- Comply with all applicable legal and regulatory provisions relating to **minimum wages, overtime, rest periods, and statutory benefits** in force locally;
- Provide **fair compensation** that meets, at a minimum, the applicable legal or collectively agreed standards;
- Communicate clearly and transparently to employees the **basis for calculating their wages, their working conditions, and any deductions** made in accordance with local legislation;
- Ensure that **working hours** do not exceed the limits established by applicable law.

1.2. Freedom of association and social dialogue

Suppliers and partners of Elixens France must:

- Respect the **freedom of association and the right to collective bargaining** of their employees, in accordance with local legislation and the fundamental conventions of the **Organisation Internationale du Travail (ILO)**.
- Promote **constructive social dialogue** with employee representatives, based on transparency, active listening, and the pursuit of consensus.
- Allow employees to **communicate freely with management** regarding working conditions, without fear of retaliation, intimidation, or harassment.

Article 2 – Forced labor, servitude and human trafficking

Elixens France formally condemns all forms of forced labor and human trafficking and expects all its suppliers, partners, and subcontractors to strictly adhere to the principles of **Convention No. 29 of the Organisation Internationale du Travail (ILO)** and **Article 4 of the Universal Declaration of Human Rights**.

2.1. Absolute prohibition of forced labor

The suppliers and partners of Elixens France must refrain from any practice that could be considered **forced, compulsory, or coerced labor**, defined as any work or service exacted from an individual under the threat of any penalty and for which that person has not offered themselves voluntarily. **The following are expressly prohibited:**

- **Debt bondage** or any form of labor contracted through coercion.

- **Imposed prison labor** or any form of non-voluntary employment in a correctional facility
- **Human trafficking** for the purposes of labor or exploitation
- The use of **violence, intimidation, threats, or the withholding of personal documents** (identity card, passport, work permit, etc.)
- **Non-payment or unlawful withholding of wages**

Elixens France requires its partners to implement **verification and prevention procedures** aimed at identifying and eliminating any form of forced labor or human trafficking within their supply chains.

2.2. Volunteering and individual freedom

All employment must be based on the **worker's free and informed consent**.

Suppliers and partners of Elixens France commit to respecting the following principles:

- **Employees freely choose their employment and may voluntarily leave**, provided they give reasonable notice in accordance with local legislation.
- No employee shall be subjected to **physical, psychological, or economic pressure** that prevents them from terminating their employment contract.
- Any identity documents collected for administrative purposes must be **kept temporarily and securely, and returned immediately to their owners**.

Article 3 – Child labor

Elixens France is committed to respecting and promoting children's fundamental rights, as defined by **the Convention on the Rights of the Child (Article 32) and by Conventions No. 138 and No. 182 of the International Labour Organization (ILO)** concerning, respectively, the minimum age for admission to employment and the prohibition of the worst forms of child labour.

Child labour refers to any economic activity that deprives a child of their childhood, interferes with their education, or harms their health, safety, or physical, mental, moral, or social development.

Suppliers and partners of Elixens France must:

- ensure that **no child is employed**, directly or indirectly, in their operations, subsidiaries, or supply chain.
- implement **rigorous control procedures to verify the age** of all employees prior to hiring.

They undertake to:

- retain **copies of official documents certifying workers' age** (identity card, birth certificate, school certificate, etc.)
- ensure that no young worker is assigned to hazardous, strenuous, or otherwise harmful tasks that could negatively affect their development or schooling
- comply with **all national laws** relating to working hours, permitted types of activities, and working conditions applicable to young workers who **have not yet reached the legal age for completion of compulsory education**.

Article 4 – Psychological and sexual harassment

Elixens France affirms its unwavering commitment to **respecting human dignity** and to fostering a **healthy, safe, and respectful working environment** for everyone.

Moral or sexual harassment, in any form whatsoever, is strictly prohibited and constitutes a serious **violation of fundamental human rights**, as well as a breach of the ethical values and integrity upheld by Elixens France.

• **Moral harassment** is characterized by any abusive conduct—gestures, words, behaviors, or attitudes—carried out **repeatedly or systematically**, with the purpose or effect of **degrading a person's living or working conditions, impairing their physical or mental health, or jeopardizing their professional future**. Any action intended to deliberately hurt, offend, humiliate, intimidate, or isolate an individual is strictly prohibited.

• **Sexual harassment** includes any **unwanted conduct of a sexual nature**, whether verbal, non-verbal, or physical, that violates a person's dignity or creates an intimidating, hostile, or offensive environment. The following are strictly prohibited in particular:

- **unwanted sexual remarks, gestures, looks, invitations, or advances**
- **the distribution or display of sexually explicit content** (documents, images, objects, messages, etc.)
- **any promise or threat related to a benefit or condition of employment** in exchange for sexual acts or advances.

Moral and sexual harassment affect both women and men and do not depend on the perpetrator's intent, but rather on the effect on the person subjected to such conduct.

Suppliers and partners of Elixens France undertake to:

- ensure a **working environment free from all forms of harassment**
- **implement internal procedures for the prevention, reporting, and handling** of harassment situations
- guarantee **confidentiality, protection, and support** for victims or witnesses
- regularly raise awareness among their employees regarding the **prevention of inappropriate behavior and promote a climate of respect and courtesy in the workplace**.

Article 5 – Combating discrimination and promoting diversity

Elixens France and its partners condemn all forms of **discrimination** and promote a working environment based on **respect, fairness, and cultural, social, and generational diversity** as a driver of performance and innovation. They foster an environment in which **everyone can thrive both professionally and personally, within a climate of respect, trust, and openness**. Discrimination consists of treating a person or group of people differently on the basis of personal characteristics unrelated to their skills or professional performance.

5.1. Principle of equality and non-discrimination

Suppliers and partners of Elixens France undertake **to uphold the principle of equal treatment and to prohibit any form of unlawful discrimination** in their employment, management, and staff development practices. In particular, any discrimination based on the following is strictly prohibited:

- **gender or gender identity**
- **race, skin color, ethnic, social, or cultural origin**
- **religion or personal beliefs**
- **age, disability, family status, or health condition**
- **sexual orientation**
- **political, philosophical, or trade union opinions**
- **marital status** or any other characteristic protected under applicable local law.

No discrimination shall occur at any stage of an individual's professional journey, including **recruitment, training, remuneration, promotion, performance evaluation, access to responsibilities, or termination of employment**.

5.2. Prevention and fair practices

Suppliers and partners of Elixens France must implement **internal prevention and monitoring procedures to ensure** fairness in all personnel management decisions. They undertake to:

- **promote diversity and equal opportunities** within their teams, from recruitment and throughout employees' careers
- ensure **equal access to training and professional development**
- guarantee **equal pay for women and men** with equivalent skills and responsibilities
- **refrain from imposing medical, pregnancy, or any other tests** for discriminatory purposes
- **protect their employees** from any form of harassment or unlawful discrimination.

Article 6 – Working conditions, health, safety and environment

Suppliers and partners of Elixens France share the conviction that a **healthy, safe, and respectful working environment** is essential to employees' well-being and to the company's long-term performance. As such, they must ensure that all employees are provided with **decent working conditions that respect their physical and mental health and comply with all applicable local laws and regulations.**

6.1. Occupational health and safety

Suppliers and partners of Elixens France undertake to:

- **provide a safe and hygienic working environment** in compliance with applicable regulations and international standards,
- implement the **necessary preventive measures** to avoid workplace accidents, occupational illnesses, and any harm to employees' health or safety,
- regularly conduct **audits, inspections, and risk assessments** to identify and mitigate potential hazards,
- ensure that workplaces are equipped with **adequate emergency exits, appropriate protective equipment, proper training, and access to emergency medical care,**
- apply fundamental principles relating to **access to safe drinking water, sanitation, and hygiene (WASH) within their facilities,**
- **inform and train their employees on safety best practices and preventive measures.**

2. ENVIRONMENT

Article 1 – Environmental protection and sustainable practices

As part of a comprehensive corporate social responsibility approach, **Elixens France expects its suppliers to share the conviction that environmental protection and the preservation of natural resources** are essential to the long-term sustainability of their activities and to safeguarding future generations. Elixens France's partners undertake **to adopt responsible, preventive, and sustainable practices** aimed at limiting their environmental impact and actively contributing to the ecological transition. In particular, they must:

- **implement systems to prevent accidental pollution** (of soil, water, and air)
- **adopt responsible production practices, especially in the case of natural raw material producers, by promoting agroecological, organic, or regenerative methods**
- **raise awareness among their employees and partners regarding the preservation of natural resources and waste reduction.**

Article 2 – Waste reduction and recovery

Suppliers of Elixens France must take concrete actions to **reduce the amount of waste generated at their sites and to improve its recovery and recycling**. These initiatives contribute to the **preservation of natural resources, cost reduction, and the enhancement of the companies' environmental image**. To this end, they undertake to:

- **implement waste sorting, recycling, and recovery systems in compliance** with European regulations, in particular Decree No. 2021-950 of 16 July 2021 **relating to the sorting of paper, metal, plastic, glass, textiles, wood, mineral fractions, and plaster waste**.
- **prioritize the use of recycled or recyclable materials** in their production and packaging processes
- **adopt measures to prevent accidental pollution** of soil, water, and air
- **promote waste reduction at source and limit nuisances** (noise, dust, odors, particles, etc.)
- **implement a continuous improvement approach** aimed at reducing waste generation and **promoting the circular economy**.

Article 3 – Eco-responsible production facilities

Elixens France encourages its suppliers **to develop eco-responsible production units** that incorporate the principles of **energy efficiency, resource conservation, and the reduction of greenhouse gas (GHG) emissions**. Elixens France expects its partners to commit to a **decarbonization approach**, collaborating across the value chain **to collectively reduce environmental impacts**.

Suppliers and partners of Elixens France undertake to:

- **minimize production losses** and optimize their logistical flows,
- **reduce their carbon footprint** by acting on energy consumption, transportation, and industrial processes,

- promote the use of renewable, recycled, or biodegradable raw materials,
- raise awareness among their employees about more sustainable and efficient production practices.

Article 4 – Regulatory compliance and responsible sourcing

Suppliers must **comply with all applicable local and international environmental regulations related to their activities**, including:

- **the European REACH regulation** concerning the registration, evaluation, and restriction of chemical substances,
- **national standards on the management of waste, wastewater, noise, and air emissions,**
- **obligations under the Nagoya Protocol on access to genetic resources and the fair and equitable sharing of benefits (ABS).**

Suppliers and partners of Elixens France undertake to:

- ensure **full traceability of the products, raw materials, and inputs used**
- **minimize local pollution and environmental nuisances,**
- **inform Elixens France of any cases of access to or benefit-sharing related to biodiversity.**

Article 5 – Protection of biodiversity and ecosystems

The preservation of biodiversity is a strategic priority for Elixens France. All animals must be **treated with dignity, respect, and responsibility**. Elixens France and its partners commit **not to conduct, commission, or fund any animal testing**, except where such testing is expressly required by law (for example, under REACH or other national chemical regulations).

Suppliers and partners of Elixens France undertake to:

- **adapt their agricultural, industrial, or extraction practices** to ensure sustainable use of natural resources,
- **prioritize agroecological, organic, or regenerative approaches** that support soil regeneration and ecosystem protection,
- **avoid deforestation, burning, or clear-cutting activities**, and apply recognized standards such as RSPO, FSC®, or PEFC where relevant,
- implement **measures to preserve local fauna and flora,**
- promote **collection and production practices that respect animal welfare.**

Shared environmental responsibility

Social and environmental responsibility is everyone's responsibility: let us implement the necessary measures to uphold and promote our shared commitments.

The planet is our shared asset: protecting it ensures the future of our activities and that of future generations.

Suppliers and partners of Elixens France should strive to:

- reduce their consumption of raw materials and energy
- prevent accidental pollution
- continuously improve their environmental performance
- preserve biodiversity and ecosystem services
- earn the trust of customers and local communities through transparency and the reliability of their practices.

3. ETHICAL PRACTICES

Elixens France attaches particular importance to business ethics and the responsibility inherent in its commercial relationships. Aware of the high standards these commitments entail, the company ensures that it expects from its suppliers and partners only what it first applies to itself. Within this framework, Elixens France expects all its suppliers and business partners to demonstrate exemplary conduct, based on **integrity, transparency, and compliance with applicable laws**. Business ethics form a fundamental pillar of the trust-based relationship the company maintains with its partners. Suppliers are therefore encouraged to apply these principles **throughout their entire supply chain**.

Article 1 – Anti-corruption

Corruption is defined as the perversion of a decision-making process through the granting or receipt of an undue advantage (financial or otherwise) in order to obtain preferential treatment or an unjustified favor. Such an advantage may take the form of money, gifts, invitations, hospitality, or any other benefit, regardless of its value, as long as it has the potential to compromise the impartiality of a decision. In accordance with the principles of the French Anti-Corruption Agency (Agence Française Anticorruption, AFA), the assessment of a gift's value is not based solely on its monetary amount, but also on its frequency, context, intent, the role of the recipient, and the timing of the offer. Any form of corruption, influence peddling, favoritism, or extortion **is strictly prohibited by Elixens France**.

Elixens France's suppliers and partners commit to:

- **not offering, promising, soliciting, or accepting money**, gifts, invitations, or advantages (beyond the symbolic value of 100€) intended to inappropriately influence a business decision,
- ensuring that their employees, agents, or subcontractors **adhere to principles of integrity and fairness** in their dealings with Elixens France,
- **immediately reporting to Elixens France** any suspected cases of corruption or attempted corruption.

Article 2 – Illegal payments

All financial transactions must be fully traceable, properly documented, and compliant with applicable local and international regulations.

Elixens France's suppliers and partners must under no circumstances:

- **offer, accept, or receive illegal or concealed payments** from a representative or intermediary,
- **make unauthorized payments or kickbacks** intended to circumvent tax, customs, or trade laws.

Article 3 – Fraud and falsification

No advantage should be gained from fraudulent actions, nor tolerated from any third party.

Elixens France's suppliers and partners commit to:

- **prohibit any act of fraud, deception, falsification, or misrepresentation**, whether involving administrative, accounting, or traceability documents,
- **ensure the accuracy and truthfulness of information** provided to Elixens France,
- **reject any manipulation or concealment of information** that could compromise the integrity of business transactions.

Article 4 – Fair competition and compliance with antitrust laws

Suppliers must promote **fair, honest, and transparent competition**, based on quality, innovation, and responsibility, and **act in full compliance with competition law and applicable antitrust regulations**. The following are strictly prohibited:

- **price-fixing, bid-rigging, or collusion on commercial terms** between competitors,
- **participation in any cartel**, whether in France or abroad,
- **any exchange of sensitive information** intended to restrict or distort free competition.

Article 5 – Integrity, transparency and confidentiality

Elixens France places particular importance on **confidentiality, good faith, and the reliability** of its partners.

Elixens France's suppliers and partners commit to:

- **respecting the confidentiality of all information** accessed in the course of their collaboration with Elixens France,
- **fulfilling their contractual obligations in a fair and honest manner**,
- maintaining **relationships based on trust, transparency, and goodwill** with all stakeholders.

Article 6 – Compliance with laws, regulatory adherence and collective commitment

This Charter does not replace national or international legislation but is intended to reinforce it. Suppliers commit to complying with all applicable laws, regulations, and international conventions regarding labor, human rights, the environment, ethics, and trade. **Elixens France expects its suppliers to actively support its commitment to compliance and fair trade**, ensuring that they and all their employees are fully aware of this Charter and adhere to its principles.

Elixens France's suppliers and partners commit to:

- **communicating and disseminating the requirements of this policy** to their own partners, subcontractors, and producers, in order to ensure that the entire supply chain adheres to Elixens France's ethical and responsible principles,
- **promoting transparency and traceability of practices**, up to the source of raw materials,
- **promptly reporting any situation, behavior, or suspicion of ethical non-compliance**, whether involving one of their employees, partners, or representatives of Elixens France.

Suppliers are encouraged to share any concerns regarding ethical compliance or the behavior of an employee or representative of Elixens France.

We also encourage reporting any misconduct under this Charter or any suspected legal violations, to allow for swift resolution and to protect our organization, employees, and partners.

Reports can be submitted confidentially at: signalement@elixens.com

Signature and Commitment

« Growth and commitment of every responsible company must be driven by actions aimed at reducing environmental impact.

From small daily gestures to larger commitments, each individual investment contributes to enhancing overall environmental responsibility. »

*Carole and Jean-Pascal
ABDELLI*

Elixens France is committed to protecting the confidentiality of information provided and to ensuring that no reprisals are taken against individuals who report in good faith.

For more information, the reporting procedure is available at <https://www.elixens.com/en/annexs/legal-notice>

Elixens France requests that each of its suppliers and partners:

- sign this Responsible Purchasing Charter and/or demonstrate the existence of an equivalent internal policy,
- formally commit to respecting its principles and ensuring they are upheld within their own networks,
- actively cooperate with Elixens France in any evaluation, audit, or continuous improvement processes related to ethical compliance.

Elixens France reserves the right to verify, with its suppliers, compliance with the commitments set out in this Charter, including through audits. In case of non-compliance with these principles, and in the absence of prompt, transparent, and effective corrective measures, the business relationship with Elixens France may be reconsidered. This could, if necessary, lead to the termination of the business relationship.

I, the undersigned, Mr./Ms. (First name / Last name) _____
_____ acting as (Position), _____
_____, duly authorized to represent the company _____
_____, a supplier of Elixens France, and having read and understood the principles of the Elixens France Responsible Purchasing Charter:

- declare my adherence to its principles,
- commit to implementing a CSR policy consistent with the terms of Elixens France's Responsible Purchasing Charter,
- commit to cascading its principles throughout all of my own suppliers and subcontractors.

Company name: _____
Name & position of signatory: _____
Date: _____

Signature:

Company stamp:



Let's share
what nature inspires!*

*Partageons ce que la nature nous inspire



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