

RESPONSIBLE PURCHASING POLICY

"Create, produce, distribute and work together differently, with greater respect and in harmony with the world around us."

Our Horizon social responsibility approach was introduced first and foremost as part of a commitment to "do better" and also to meet the expectations of our stakeholders. Horizon is based on 3 pillars:

Good for MY PET • Happy in MY WORK • Better for MY PLANET

ALL COMMITTED

To meet its objectives, the Horizon approach must encompass our supply chain and all its players, from **suppliers, to sub-contractors, transporters and service providers**. We have therefore introduced a Responsible Purchasing Policy for all Zolux Group companies. The aim of this policy is to positively influence our partners' social responsibility commitments.

IN PRACTICAL TERMS

The teams in all R&D offices within the ZOLUX Group have been trained in **eco-design** and are supported in their daily work by a circular economy expert to ensure compliance with our "Better for my Planet" pillar. Their work involves conducting a study on **reduction of environmental impacts** for 100% of our new products. We are working to **reduce the packaging** used for our products and to eliminate surplus secondary packaging. Wherever possible, we avoid the use of certain plastics (polystyrenes, etc.) and prefer **materials from the circular economy**. Our objective is to **minimise the use of non-renewable raw materials**.

We choose **labelled or certified** products where possible. We seek to develop products that meet requirements for independent and recognised labels (Oeko-Tex, Gots, FSC, PEFC, AB, MarinTrust, EU Ecolabel, etc.).

Reflecting our "Good for my Pet" pillar, our in-house teams of **veterinary surgeons** are involved in the development of all our new **consumables** (care, hygiene and food products) and their recommendations must be followed.

Our partners must be able to help us eco-design our products, acting at each step of the **life cycle**.

Rather than imposing actions, our role is to allow each party to find the best solutions in line with their own constraints and to offer **innovative alternatives** that will help us move forward together.

GOING FURTHER

Our partners must comply with the **Group's Supplier Code of Conduct** and go beyond the applicable regulations in the different countries in which they operate, to respect the pillars of "Better for my Planet" and "Happy in my work", and to supply the **most sustainable products or services possible** to the Zolux Group companies.

The ZOLUX Group will favour the partners who are most committed to the approach and, with a view to continuous improvement, will support those partners who need assistance with this approach, if they wish.

As part of a family Group for several generations, the Zolux Group companies will favour a physical **presence within their local regions** and suppliers based in **Europe**.

Our products must be produced in compliance with local and international regulations, and with respect for **human rights**, including **dignity** and principles of **equality**, protecting human **health** and **safety** as described in the Supplier Code of Conduct.

FOR TOMORROW

The deployment of our Responsible Purchasing Policy is supported by our partners, our 3 pillars and collaboration with **all relevant departments within the company** (R&D Office, Procurement, Logistics, Production, Marketing and Communication, IT) as part of a continuous improvement approach. It is intended to enable us to **secure the future** of our companies and those of our suppliers while retaining the trust of **customers and stakeholders**.