

SUSTAINABLE SUPPLY CHAIN POLICY



Issue date: January 2017
Last revised: March 2022
Author: Group Sustainability division
Scope: Regional (all 9 countries we operate in)

A SUSTAINABLE BUSINESS FOR NOW AND THE FUTURE

At Chalhoub Group, we believe in long-term thinking. We are committed to adopting and enhancing our practices to ensure the sustainability of our business and the communities we live in.

Being sustainable means ensuring our people are motivated and healthy, increasing our efficiency and using our resources wisely to reduce our negative impact on our planet; and engaging with our partners, suppliers and consumers to run a responsible business.

We recognize that our supply chain may have direct and indirect impacts on the environment and society, hence we seek to identify these impacts and find effective ways to eliminate or reduce them. We have a great opportunity to make a difference with over 12,000 dedicated people, over 600 stores and thousands of consumers to engage.

As members of UNGC, we are committed to the 17 sustainable development goals (UNSDGs) with a specific focus on SDG 12 – responsible consumption and production. We are dedicated to continue working on our efficiency and accountability across all our supply chain to achieve sustainable outcomes.

Expectations and requirements of all our stakeholders (employees, partners and suppliers)

- **Accountability and responsibility:**
 - **Social responsibility:** we are to provide healthy and fair work environments with proper employee remuneration and working times, health and safety considerations, prohibition of forced and child labor as well any form of discrimination in the workplace and beyond.
 - **Environmental responsibility:** we shall provide resource-efficient, clean and well managed operations and prevent any environmental incidents or degradation. Suppliers shall read and recognize Chalhoub Group's environmental policy.
- **High ethical standards:** We are expected to commit to and uphold high ethical business practices and always act with respect, honesty, integrity and fairness in our work environment as well as with respective partners and clients.
- **United Nations Global Compact principles:** As a member of the United Nations Global Compact (UNGC), we expect all our suppliers to maintain effective management systems in compliance with the UNGC principles. These include integrating environmental, occupational health & safety, human rights & labour policies, and ethical issues into business and decision-making processes.
- **Legal and Regulatory Compliance:** we are to ensure that our operations, services and the products comply with all applicable international, national and local laws and regulations.

Extension to our suppliers

We want to drive sustainable practices, and we can only achieve this by collaborating with our partners and suppliers. We expect all our partners and suppliers to adhere to the principles stated in this policy, and to complete our online [Chalhoub Group Supplier Scorecard](#).