

AROMA ZONE

RESPONSIBLE PURCHASING POLICY



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MESSAGE FROM OUR CHIEF PROCUREMENT OFFICER



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At Aroma-Zone, we hold a simple conviction: the way we purchase directly shapes the way we grow as a company. Purchasing is not a support function; it is a strategic lever that connects our customers, our teams, our partners, and biodiversity. Every decision matters. It influences the quality of our products, the resilience of our supply chains, the trust of our suppliers, and the impact we leave on territories and natural resources.

This Responsible Purchasing Policy reflects what we aim to build: a strong performance, an ethical and reliable supply chain, and clear commitments to protect what truly matters: our partners, our raw materials, and the environment. We want to buy with ethics, with high standards, and with coherence, while remaining true to Aroma-Zone's DNA: transparency, naturality, and respect for all living systems.

I am convinced that when our purchasing practices are shaped responsibly, they become a force for transformation; a lever that strengthens our competitiveness, secures our future, and helps regenerate the resources on which our work depends. This is the ambition I carry forward with the teams.

A close-up photograph of several green leaves, likely from a plant like a corn or similar grain. The leaves are vibrant green and show clear vein patterns. The lighting is soft, creating a natural and fresh atmosphere. The text is centered over the image.

OUR MISSION IS TO DEVELOP RELIABLE, DEMANDING, AND COMMITTED PURCHASING PRACTICES, BUILT ON PARTNERSHIP, THAT SUPPORT BOTH THE COMPANY'S PERFORMANCE AND THE PRESERVATION OF LIVING SYSTEMS.

WHY A RESPONSIBLE PURCHASING POLICY?

At a time when planetary boundaries are being exceeded, any company that does not commit decisively to sustainable practices exposes its model to resource depletion, supply chain disruptions, and a loss of trust.

At Aroma-Zone, purchasing lies at the heart of our model: it supports the Group's growth, ensures the quality of our products, and strengthens our ability to innovate.

Because it involves agricultural resources, packaging components, subcontracting services, as well as a wide range of indirect purchases (logistics, transport, technical services, equipment, services, etc.), it directly influences our overall performance: availability of raw materials, cost control, supply chain resilience, regulatory compliance, and positive impact on communities and the environment.

In a context where expectations towards companies are increasingly demanding, the way we purchase must reconcile **economic efficiency, traceability, quality, biodiversity, human rights, supply security, resource preservation, and relocalization when it strengthens our resilience**. Purchasing plays a key role in making our activity more robust, more resource-efficient, and more aligned with our corporate commitments.

This Responsible Purchasing Policy formalizes the direction we wish to take: a purchasing approach that supports the Group's development, strengthens trust with our partners, and contributes to a shared project. More than a framework, it expresses the way we intend to fulfil our responsibility: with coherence, high standards, ethics, and in the service of the common good.

PURCHASING MISSION

Our mission is to ensure robust, demanding, and committed purchasing practices that support both the company's performance and the preservation of living systems.

To achieve this, we secure and develop the Group's supply sources by guaranteeing the quality, reliability, and economic performance of our raw materials, packaging, and services. Purchasing contributes directly to Aroma-Zone's growth by enabling cost control, risk anticipation, innovation capacity, and the strengthening of our supply chain.

Beyond this economic responsibility, our role is to act with high standards and consistency. Through our choices, we support sustainable agricultural supply chains, promote the preservation of natural resources, uphold human rights, and guide our partners toward practices that respect soil, water, biodiversity, and, more broadly, **all living systems**.

Thus, Purchasing plays a decisive role in transforming our practices and building a more responsible and sustainable model.

ETHICS AND COMPLIANCE

Our purchasing practices are guided by a strict ethical framework based on integrity, transparency, and compliance with all applicable regulations. Every purchasing decision must protect the company, its partners, and communities by ensuring responsible practices across our entire value chain.

We apply **zero tolerance for child labor and forced labor**. We also uphold human rights and promote **equality between women and men** at every stage of our commercial relationships. A particular attention is given to people, to the safety and dignity of working conditions, and to the prevention of all forms of discrimination, harassment, or abuse.

The Purchasing teams apply on a daily basis the principles set out in the **Code of Conduct**, which defines the rules governing business ethics, risk prevention, respect for human rights, anti-corruption practices, and exemplary supplier relations. This framework serves as our shared reference to ensure that every commitment made is coherent, fair, and aligned with Aroma-Zone's values.

This Policy is also supported by the [Sustainable Procurement Policy](#), which outlines Aroma-Zone's expectations toward its partners regarding ethics, human rights, environmental protection, anti-corruption, and responsible business practices.

A close-up photograph of a person's nose and skin. A thick layer of white cream is applied to the skin, with some of it smeared onto the bridge of the nose. The background is a soft, out-of-focus skin tone.

PILLAR 1

We purchase with high standards to ensure quality, traceability, and cost control across all our categories, in order to support Aroma-Zone's growth and competitiveness.

PILLAR 2

We secure our supply sources by diversifying them, by relocating when relevant, and by actively managing risks to ensure business continuity without disruption.

PILLAR 3

We are evolving our purchasing practices to regenerate agricultural supply chains, reduce the footprint of packaging and transportation, and protect resources, biodiversity, and more broadly all living systems.

PILLAR 4

We build ethical and long-lasting relationships with our suppliers and partners, prioritizing transparency, local anchoring, and shared continuous improvement.

OUR 4 COMMITMENT PILLARS

PILLAR 1 – Economic performance and quality

We purchase responsibly while ensuring the company's performance and supporting its growth: the quality of raw materials, the reliability of packaging, cost control, high standards for our subcontractors, and the efficiency of our indirect suppliers and services are priorities.

To translate this ambition into our daily practices, we act through the following commitments:

We sustainably optimize our costs by seeking efficiency, eliminating non-essential intermediaries, and controlling our expenses while preserving value for our customers.

We support innovation, whether related to materials, packaging, processes, or technical solutions, in order to improve our products, enrich our ranges, and advance our practices.

We strengthen quality requirements by ensuring the compliance of materials, auditing 100% of our subcontractors, monitoring our supply chains, and acting on the traceability and safety of ingredients and packaging.

We streamline our purchasing portfolios to improve clarity and reinforce the robustness of our supplies.

PILLAR 2 - Risk management and supply chain continuity

We anticipate risks that may weaken our purchasing activities and sustainably protect Aroma-Zone's ability to serve its customers without disruptions in an uncertain context: availability of materials, packaging, or services, critical dependencies, price fluctuations, quality requirements or regulatory developments, geopolitical tensions, and climate change. Our priority is to ensure the continuity of our activities by securing supplies that are consistent, low in GHG emissions, diversified, and adapted to the needs of the group.

To strengthen this resilience on a daily basis, we implement the following actions:

We diversify our sourcing to avoid excessive dependence, whether on materials, packaging, or subcontracting.

We re-localize certain purchasing categories when this improves our resilience, favoring French or European origins when this reinforces quality, safety, lead times, or environmental impact.

We prioritize maritime transport and the lowest-emission modes for our supplies, optimize consolidation and planning, and limit air freight to essential needs only (technical constraints).

We evolve our internal fleet and delivery models toward low-emission engines and solutions, prioritizing route optimization and **lower-emission modes** to strengthen the reliability and efficiency of our flows.

We monitor regulatory developments, particularly those related to biodiversity, transport, packaging, and new international requirements.

We manage our operational risks by closely monitoring the quality, capacities, lead times, and logistical performance of our partners.

We establish continuity plans to ensure secure supplies, even in the event of unforeseen events or external disruptions.

PILLAR 3 - Preserving the biodiversity and reducing our impacts

We are transforming all of our purchasing: raw materials, packaging, subcontracting and services, to reduce our impacts on soil, water, climate and biodiversity. This involves supporting sustainable agricultural practices, promoting more minimal and circular packaging, supporting our industrial partners in reducing their impacts, and encouraging solutions that respect natural resources and, more broadly, the living systems.

To make this initiative a reality and reduce our impacts at every stage, we are implementing the following actions:

We are developing and regenerating sustainable agricultural supply chains, based on organic farming and agroecology, in order to restore soils, protect water, strengthen biodiversity, and preserve know-how.

We are reducing the environmental impact of our packaging by applying the 4R principles: refuse, reduce, reuse, and recycle.

We are reducing paper use and prioritising, for both our books and our parcels, certified (FSC/PEFC) or recycled paper and cardboard. Whenever relevant, we are reducing grammage, optimizing formats, and increasing dematerialization in order to protect and reduce pressure on forest ecosystems.

We are protecting biodiversity across all our purchasing categories by complying with international frameworks, avoiding endangered species, and promoting sustainable alternatives.

We use cleaning services that exclusively rely on certified eco-friendly products and low-impact practices, in order to limit the use of harmful substances and reduce our environmental footprint.

PILLAR 4 - Responsible relationships and dialogue with our stakeholders

We build ethical, transparent and sustainable relationships with our suppliers, subcontractors, industrial partners, logistics providers and local stakeholders. We value proximity, cooperation, continuous improvement and mutual trust, with the objective of co-developing strong and responsible supply chains across all our purchasing activities.

To put this pillar into action on a daily basis, we are committed to the following actions:

We build balanced and sustainable supplier relationships, based on transparency, fairness and shared progress.

We strengthen local anchoring by developing partnerships in Provence, in France or in Europe when proximity brings reliability, quality or environmental sufficiency.

We encourage progress through responsible assessment, with simple tools, clear performance tracking and improvement plans.

We include a CSR clause in all our indirect purchasing tenders, and this same clause is included in **all our direct and indirect purchasing contracts**. We support our partners to ensure its effective implementation.

We support our partners in their transition by sharing our expectations, best practices and technical knowledge to accelerate change.

We promote dialogue and proximity through site visits, regular exchanges and a mutual understanding of our respective challenges.



**WE ARE COMMITTED TO PURCHASING IN A DEMANDING,
RESPONSIBLE AND CONSISTENT WAY, IN ORDER TO SUPPORT THE
GROUP'S PERFORMANCE WHILE PRESERVING OUR PARTNERS, OUR
RESOURCES AND THE LIVING SYSTEMS.**