



SUPPLIER CODE OF CONDUCT OF LA SAPONARIA SRL BENEFIT COMPANY

INTRODUCTION

La Saponaria is a laboratory of organic cosmetics whose mission is to create effective products that are good for their users while also benefiting the world we live in—a world made of nature, people, and communities. This is the spirit that guides us in the selection, formulation, and production of our 100% conscious cosmetics, which tell a story of wonderful ingredients, sustainable projects, and people dreaming together of a better tomorrow.

For La Saponaria, sustainability is part of our very DNA: for us, sustainability means designing, formulating, and producing cosmetics with the least possible environmental impact, taking into account every aspect of the supply chain.

Sustainability also means considering the ethical and social implications of our work, recognizing that we have only one Earth and that we must do our part to keep it healthy.

We therefore aim to create sustainable cosmetics that contribute to building a cleaner and fairer world.

A key part of this process is our suppliers: through the adoption of this Code of Conduct, La Saponaria aims to engage its suppliers in building a socially, environmentally, and economically sustainable supply chain.

Supplier Engagement

Suppliers play a central role in our mission to build a socially, environmentally, and economically sustainable supply chain. With the adoption of this Code of Conduct, La Saponaria invites its suppliers to actively collaborate in this process, contributing to procurement practices that respect both the environment and society. Supplier cooperation and commitment are therefore crucial elements for the success of this shared project.

Scope of Application

La Saponaria srl Società Benefit
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This Code of Conduct sets minimum sustainability standards that all La Saponaria suppliers are required to meet, encouraging their full application and dissemination in commercial relationships. La Saponaria requires all its suppliers to commit to adhering to and implementing the principles described, as compliance represents an essential factor in the relationship between the company and its business partners.

Furthermore, La Saponaria expects these ethical principles to be not only adopted but also promoted and applied by suppliers throughout the entire supply chain, amplifying and spreading their positive impact.

Principles

Legal Compliance

Suppliers must always act in compliance with all applicable laws and regulations, adhering to both local and international standards. When local laws are stricter or provide greater protections than the Code's requirements, suppliers must adhere to those provisions. This principle ensures that suppliers' business practices align with the highest legal standards, fostering responsible behavior in every context.

Human Rights and Working Conditions

Suppliers must commit to respecting human rights and promoting a dignified work environment for all employees. This includes preventing and eliminating practices such as child labor or forced labor in all its forms. Any use of physical force, abusive disciplinary practices, or involvement in human trafficking is strictly prohibited.

Suppliers must also respect employees' rights to freedom of association and, where provided by law or the social system, support collective bargaining. Diversity and inclusion are values that suppliers must embrace, ensuring an environment free from discrimination based on gender, ethnicity, religion, age, sexual orientation, marital status, disability, or any other personal characteristic.

The well-being and safety of workers are priorities; suppliers must ensure safe and healthy working environments, comply with regulations, and provide fair working conditions, including remuneration in accordance with applicable laws.

Environment

Suppliers are required to comply with all applicable environmental regulations, striving to continually improve their practices to reduce their impact on the ecosystem. La Saponaria encourages suppliers to adopt an earth-friendly approach, prioritizing organic farming techniques and reducing the use of harmful pesticides and chemicals.

To promote sustainability, suppliers must also minimize packaging, avoiding unnecessary materials and favoring recycled or recyclable materials to limit waste as much as possible. These commitments contribute to responsible natural resource management and environmental protection throughout the supply chain.

Integrity

The management of supplier activities must be guided by ethical principles and transparency, fostering relationships based on trust, fairness, and honesty with all stakeholders involved. Any corrupt practices, including bribery, fraud, embezzlement, extortion, favoritism, or conflicts of interest, are strictly prohibited.

Suppliers must establish appropriate organizational structures to support transparent and long-lasting business relationships, responsibly addressing their partners' expectations.

Dissemination and Monitoring

La Saponaria is committed to sharing the contents of this Code of Conduct with all its suppliers at the start of every commercial relationship. Every partnership must be based on values of trust, transparency, and mutual cooperation. Suppliers are required to promptly inform the company of any circumstances, in their operations or those of their subcontractors, that conflict with the principles outlined in this document.

For questions or clarifications, suppliers can contact La Saponaria at info@lasaponaria.it.

The company also reserves the right to periodically verify supplier compliance with



the principles of the Code, proposing corrective actions when necessary. Non-compliance with the principles contained in the Code may negatively impact the collaboration, and in the absence of remedial actions in the case of serious violations, La Saponaria reserves the right to terminate the contractual relationship.

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