



SUPPLIER CODE OF CONDUCT

FEBRUARY 2025

PURPOSE AND GENERAL REMARKS

Rituals has agreed to abide by moral and ethical values in the management of the company. We expect our third-party suppliers to respect and adhere to the same philosophy in the management of their own companies.

We only work with suppliers that agree to comply with the requirements of this code of conduct which also abides by the principles of internationally recognized human rights standards:

- The universal declaration of Human Rights (adopted by the UN)
- The conventions of the International Labour Organisation (ILO)
- OECD guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights

We require strict compliance with the standards outlined in this code of conduct on the part of all our suppliers, their factories, subcontractors, as well as their own suppliers.

Any breach of conduct or any violation of this code of conduct by our suppliers or their subcontractors will result in a review and possible termination of the business relationship.

Please note that where national and other applicable laws and the Supplier's code of conduct address the same issue, the provision that is the highest workplace standard will apply.

Further, where the Supplier's code of conduct is in contradiction with the applicable law, the applicable law shall apply.

HUMAN RIGHTS & LABOR RIGHTS

Equality and non-discrimination

We expect our suppliers to treat all employees equally and fairly. Our suppliers may not practice any form of discrimination based on gender, race, color, religion, age, disability, sexual orientation, gender identity or expression, national or ethnic origin, political opinions, social or marital status, family medical history, or any other status protected by applicable laws.

Health and safety

Our suppliers shall provide a safe and healthy environment to avoid accidents or bodily injuries which may be caused by, associated with, or result from the work or from handling the equipment. They shall set up systems to detect, avoid or neutralize any threat to their employees' health and safety, the wellbeing of the communities, and comply with local and international regulations and laws currently in effect. The same principles will apply to suppliers who provide housing to employees.

Freedom of association and collective bargaining

We expect our suppliers to respect and recognize the right of each employee to negotiate collectively, to create or join the union organization of their choice and without penalty, discrimination, or harassment.

Fair and just working conditions

We are committed to providing fair and just working conditions. We expect our suppliers to offer fair wages, reasonable working hours, access to necessary resources and support, and to uphold their employees' right to an adequate standard of living.

As a minimum, our suppliers shall pay regular wages and pay for overtime at the legal rate imposed by the country of original manufacture and provide their workers with the benefits the law currently requires. If there is no legal minimum wage or overtime pay in the country of origin, the supplier shall ensure that the wages are at least equal to the average minimum in the industrial sector in question and that overtime pay is at least the same as the usual rate of pay. Deductions from wages are not to be made for disciplinary purposes.

In relation to working hours and overtime, our suppliers shall comply with the limits set by the laws of the country of manufacture. Our suppliers may not impose excessive overtime. The total number of hours worked per week may not exceed 60 hours, including all overtime, and at least one day off in every seven-day period, or in both cases, the maximum established by the laws in effect in the country.



Child labor

Work by children under the age of 15 is strictly prohibited. In countries where local laws set a higher age for child labor or impose mandatory education beyond the age of 15, this higher age will apply.

Forced labor, modern slavery and human trafficking

The use of any form of modern slavery, forced labor or human trafficking is strictly prohibited.

This involves forced labor without proper compensation, working under threat or penalty, and being subjected to dehumanizing treatment.

ENVIRONMENTAL REQUIREMENTS AND RESPONSIBILITIES

Rituals is committed to reducing the environmental impact of the business and has embedded this in its sustainability strategy. Therefore, we expect suppliers to share this commitment.

Suppliers shall comply with all local and international environmental laws and regulations. They shall seek to adopt best industry standards as well as proactively implement other local or international standards which are more ambitious than the applicable laws and regulations. This encompasses but is not limited to suppliers' business operations such as product development, raw materials sourcing, manufacturing, and distribution.

We expect our suppliers to constantly aim to reduce the environmental impact of their products or services. We encourage supplier initiatives that do this by using environmental technologies.

Suppliers shall focus on monitoring and setting sustainable initiatives in impacts related to:

- Energy
- Water
- Waste
- Pollution (air, soil, water)
- Greenhouse gas (GHG) emissions
- Biodiversity

Suppliers shall prove the existence and application of an environmental management system, such as the ISO 14001, EMAS certified or similar. The environmental management system shall be applicable for the environmental impacts indicated above. This includes:

- Energy use, efficiency measures for reduction, renewable energy procurement.
- Water use, efficiency, and conservation measures.
- Proper waste management (including wastewater), with special attention to hazardous waste. Moreover, waste reduction measures, and least impactful waste disposal methods shall be performed. Likewise, waste shall not be dumped or discharged in an unlawful manner.
- Pollution (air, water, soil) prevention and emergency measures shall be in place.
- Monitoring and implementation of GHG emissions reduction pathway in line with the Paris agreement (or an updated international agreement on climate change) and limiting global warming to 1.5°C.
- Implementation of industry relevant biodiversity measures (i.e. science-based targets for nature)

Suppliers' environmental management system and sustainability policies shall be periodically reviewed and updated to ensure relevancy with new sustainability and environmental industry knowledge.

In relation to responsible sourcing, suppliers shall have sustainable procurement policies or practices within their organization. In addition, employees whose work has a direct impact on the environment shall be trained, competent and have the necessary resources to do their jobs.

Cooperation is essential for Rituals to achieve its sustainability strategy, it's human rights commitment such as livelihood and access to resources and we expect suppliers to be cooperative in engaging in dialogue regarding sustainability topics as well as sharing about their material sourcing practices and non-confidential environmental data (ex: energy use, product carbon footprint, feedstock etc) with Rituals.

LAWFUL & ETHICAL BUSINESS PRACTICES

Legal Requirements: We expect our suppliers to act in full compliance with the law. Our suppliers shall abide by all national, local, and international laws relating to the management of their businesses.



Suppliers guarantee to respect all third-party IP-rights and shall at all times avoid any anti-competitive behavior including by its subcontractors/third parties.

Customs and Security Authorities: Our suppliers shall comply with applicable customs laws, including those relating to imports and the ban on the transshipment of merchandise into the country of import.

Subcontractors: Our suppliers will be fully transparent when it comes to potential subcontracting/third party use during any part of the manufacturing process/all works and services provided by our suppliers. Rituals will receive on first demand all relevant information concerning these parties from our suppliers for verification purposes.

Suppliers shall further ensure to screen any potential subcontractor/third parties on non-compliance with this code of conduct and shall carry out annual audits and risk assessments on social and environmental risks with their existing suppliers/third parties. Upon request the suppliers shall share the outcome thereof with Rituals.

Animal welfare: Rituals does not test its products on animals in full support of the existing EU legislation. All products and formulations manufactured for Rituals should be produced without harm caused to animals.

Anti-Corruption: Our suppliers shall agree to condemn and act against corruption in all its forms, including extortion and kickbacks.

Rituals expects its suppliers to have their own code of conduct in which they condemn bribery and corruption, and to have a whistleblower policy in place to track any internal abuse or misbehavior.

RISK ASSESSMENT AND AUDIT

Risk assessment: Rituals responsible sourcing strategy aims to identify risks, and resolving those risks at supplier sites, creating positive outcomes for workers in the value chain, ensuring health and safety at our supplier sites, insisting on ethical business conduct, and ensuring the wellbeing of the environment around us.

Ecovadis is used as a verification method of the risks by performing a comprehensive CSR assessment with a

related score as outcome. The supplier ensures an up-to-date Ecovadis score that is in line with agreed expected scoring.

We use SEDEX as a screening tool to assess the level of risk based on, but not limited by, the country of manufacturing and the types of products or services provided. In case of high risk an onsite audit will be performed through SEDEX. Ecovadis is used for an overall CSR

Audit: It's mandatory for the supplier to cooperate and ensure the audit can be conducted. Together with our suppliers we work on improvement plans to ensure we are improving continuously on these topics. Rituals reserves the right to allocate an affiliated audit company to conduct SMETA or other compliance audits of Supplier and its Supply Chain to ensure their compliance with the Code of Conduct and applicable international standards concerning labor, environmental, health and safety, and other related standards.

Access to information: The supplier shall keep proper records to prove compliance with this code of conduct. Our suppliers shall provide access to complete, original, and accurate files to our representatives.

HOW TO RAISE A CONCERN

Rituals is committed to promoting a culture of openness, honesty, responsibility, and integrity in which people feel comfortable talking about their concerns, including highlighting instances of unethical or illegal behavior. If you have any reason to believe that misconduct is happening, we would like to hear about it and encourage you to raise your concern. You can report anonymously through our whistleblower tool: <http://whistleblower.rituals.com>



Place, Date:

Signature:

Company name:

Name legal representative & Function:



Initials:

SUPPLIER CODE OF CONDUCT

Confidential
