



**AL P 7.2-01-04**

# **SUPPLIER CODE OF CONDUCT**

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**Pink Frogs Cosmetics S.r.l. Società Benefit**

Registered office and production site: Viale Toscana, 46 20089 Rozzano (MI) | Headquarter and Operations: Via Sardegna, 26 20072 Pieve Emanuele (MI) Italy  
Tel. +39 02 82 57 820 | [info@pinkfrogs.it](mailto:info@pinkfrogs.it) | [www.pinkfrogs.it](http://www.pinkfrogs.it)  
VAT number: IT 12647640965 | SDI: M5UXCR1 | PEC: [PinkFrogsCosmetics@LegalMail.it](mailto:PinkFrogsCosmetics@LegalMail.it)

# Supplier Code of Conduct

Pink Frogs Cosmetics is committed to implementing policies, procedures and practices that comply with the requirements of Corporate Social Responsibility, pursuing production models that respect and safeguard human rights, the Earth's regenerative capacities and the wellbeing of communities, promoting human development in an equitable and sustainable manner and paying attention to the balance between elements of an economic, social and environmental nature, aware that the pursuit of profit cannot disregard the creation of wellbeing for the community.

The entrepreneurial goals of Pink Frogs Cosmetics are pursued without ever losing sight of the core values of corporate action: respect, responsibility, integrity, consistency, loyalty, trust, and a passion for research and innovation.

Combining tradition and innovation with a cultural identity marked by transparency and social and environmental responsibility, Pink Frogs Cosmetics is committed to ensuring the centrality of the customer in its operations, offering products characterized by high quality standards.

The recipients of this Code are all suppliers involved in the production, trade, or rental of goods and services to Pink Frogs Cosmetics, where such enterprises have a direct business relationship with the Company.

The purpose of this Code of Conduct is to clearly establish the ethical and behavioral standards that Pink Frogs Cosmetics expects of its suppliers.

This document aims to promote a partnership based on integrity, social and environmental responsibility, while ensuring the quality of the products and services offered.

Pink Frogs Cosmetics encourages all of its suppliers to adhere to and implement the principles outlined in this Code of Conduct in order to cultivate successful collaborative relationships.

## Etica ed Integrità

### Respect for Ethics

Suppliers must behave ethically, ensure principles of confidentiality and fair competition, and strictly comply with applicable antitrust laws.

### Fighting Corruption

Suppliers are expected to practice utmost integrity, avoiding any form of bribery, extortion or embezzlement. They are strictly prohibited from offering or accepting bribes or other illegal incentives from business partners.

### Conflict of interest

Suppliers must prevent and report any conflict of interest (personal or financial) that could compromise their business relationship with Pink Frogs Cosmetics.

### Gifts and hospitality

Suppliers shall refrain from offering gifts or benefits of more than nominal value, so as not to influence the impartiality of business decisions.

### Product Quality and Compliance

Suppliers agree to meet the required quality standards by providing appropriate goods or services according to specific written agreements (technical data sheets, safety data sheets, Technical Agreement, layouts, art works).

In the event of changes, which result in variations to the identity of the finished product, Suppliers are required to inform Pink Frogs Cosmetics with new and appropriate technical documentation that guarantees the quality of the product/service.

Suppliers are evaluated by Pink Frogs Cosmetics on the basis of six parameters: compliance with technical specifications, accuracy of documents, timeliness of replacement of nonconforming goods, adherence to delivery schedules, adoption of a quality management system, and presence of a certified Environmental Management System. Suppliers are also evaluated based on the number of non-conformities.

### Safety

Suppliers commit to comply with national quality, health, safety and environmental regulations and adhere to current regulations for obtaining, maintaining and updating all necessary permits, licenses and registrations.

**Work**

**Human Rights**

Suppliers are obligated to respect fundamental human rights in their workplaces and in the communities involved in their activities, and are also committed to monitoring and ensuring that the same rights are respected upstream of their supply chain.

**Discrimination**

Suppliers pledge within their company and throughout their supply chain to reject any form of discrimination with reference to race, nationality, sex, age, physical characteristics, social origin, disability, political or religious orientation, civil status, pregnancy status, gender identity, sexual orientation, and on any other personal characteristic unrelated to the work environment.

**Child and Forced Labor**

Suppliers shall not use any type of child labor in their supply chain, product manufacturing, service delivery and business activities, with child labor being defined by the founding standards of the ILO (International Labor Organization).  
Suppliers agree not to use forced, bonded and coerced labor.

**Fair Wage and Labor Contract**

Suppliers must ensure that their employees and those in their supply chain are paid a fair salary, with wages in accordance with the respective countries' applicable laws. Suppliers are required to sign and abide by labor contracts in compliance with the relevant legislation.

**Working Hours**

Working hours must comply with the number of hours stipulated in the national contract for the category. Suppliers are required to guarantee their employees and collaborators the right to work breaks, rest days, vacations, maternity and paternity leave, as well as sick leave or other types of leave in accordance with applicable laws. The company promotes respect for these basic rights in order to support workers' wellbeing and work-life balance.

**Health and Safety in the Workplace**

Suppliers are required to comply with all local and international occupational health and safety regulations.  
Suppliers are obliged to protect employees from all types of hazards present in their work activities, whether related to work tasks or infrastructure, committing to provide working conditions that protect the well-being and safety of employees.  
Suppliers will ensure appropriate actions (controls, procedures, preventive maintenance) to limit health and safety risks in the workplace by also providing appropriate personal protective equipment.  
They also shall ensure that safety information on identified risks is made available by training employees to assure that they are adequately protected.

**Freedom of Association**

Suppliers guarantee workers, in accordance with national and/or local laws, the right to freely associate, join trade unions, have representatives, join works committees, and are committed to building an open and constructive dialogue with their employees and union representatives.

## Environmental Responsibility

### Environmental Protection

Suppliers are required to strictly follow existing regulations and adopt practices that ensure full respect for the environment, in accordance with specific laws and legal provisions.

### Resource and Waste Management

Suppliers commit to adopting systems to ensure that the handling, movement, storage, recycling, reuse or management of waste takes place in a safe manner and in accordance with applicable legislation in the respective country.

Suppliers commit to using natural resources sparingly and developing products and processes with limited environmental impact.

### Energy Consumption and Emissions Management

Suppliers are required to commit to reducing the consumption of energy resources. This commitment requires the adoption of practices and technologies aimed at improving energy efficiency in production and operational processes. The goal is to minimize energy consumption and related greenhouse gas emissions into the atmosphere.

### Water Consumption Management

Suppliers are required to comply with existing regulations regarding water intake and discharge.

Suppliers are urged to strive to minimize water consumption by optimizing the efficiency of their processes to reduce overall water consumption. In addition, they must adopt water reuse practices and improve the management of wastewater discharges, paying particular attention to those that could generate negative impacts on people's health and the environment.

### Animal Well-being

Suppliers must not perform tests on animals, in compliance with European regulations that stipulate a total ban on testing cosmetics on animals.

## Methods of Application

Pink Frogs Cosmetics retains the right to request documentation deemed necessary and conduct audits, directly or through third parties, at production, operational and management sites and offices.

Suppliers, in committing to comply with this Code of Conduct, make themselves available for any audits by Pink Frogs Cosmetics. Suppliers also make themselves accountable to the entire upstream supply chain, as well as to their subcontractors.

This Code of Conduct is shared with all Suppliers of Pink Frogs Cosmetics individually and is also posted on the website [www.pinkfrogs.it](http://www.pinkfrogs.it) in order to provide viewing for anyone interested in the company's principles and values.

A copy of the Code of Conduct is also always attached to contracts for the supply of goods and services, as an integral part of the contractual obligations.

By signing this document, Suppliers confirm that they have analyzed and understood what is contained in the Code and accept the principles and values expressed in it, thereby making them their own.

## Validity

This Code is effective as of 01/01/2018.

This version is effective as of 30/04/2026.

Date and Place

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Name and Role of the Signatory

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Stamp and Signature

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