

POL 03

**SUSTAINABLE
PROCUREMENT
POLICY**

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1. Purpose and Scope

This policy sets forth the company's commitments and principles regarding sustainable procurement, with the aim of integrating environmental, social, and ethical criteria into its procurement processes.

It applies to all company departments involved in the supplier selection and management process and extends to all direct and strategic suppliers.

2. Impegni e principi

Pink Frogs Cosmetics is committed to:

- Integrating ESG (environmental, social, and governance) criteria into the selection and evaluation of suppliers.
- Collaborating with suppliers who share the same values and ethical standards by having them sign the company's Supplier Code of Conduct.
- Give preference, where possible, to local suppliers and/or those certified according to recognized environmental and social standards (e.g., ISO 14001).
- Combat any form of child labor, forced labor, or labor practices that violate fundamental workers' rights throughout the supply chain.

3. Roles and Responsibilities

To ensure the proper implementation and compliance with this Policy, Pink Frogs Cosmetics assigns specific roles and responsibilities to the following parties:

- **Purchasing Department:** ensures that procurement decisions are consistent with this policy and evaluates suppliers.
- **Quality Department:** verifies suppliers' compliance with safety and quality standards.
- **Sustainability Department:** assists in defining sustainability criteria and monitoring strategic suppliers.
- **Management:** approves the policy and ensures it is implemented in line with company values.

4. Key actions and practices

To put its commitments into practice, Pink Frogs Cosmetics has adopted a series of operational practices designed to ensure compliance with this Policy:

- **Adoption of the Supplier Code of Conduct:**
the company requires its suppliers to adhere to its corporate values by signing the Supplier Code of Conduct.
- **Sharing of the policy:**
this policy is communicated to all involved suppliers and made accessible through official channels (e.g., the company website).
- **Integration of ESG criteria into the evaluation of strategic suppliers:**
the company is committed to considering environmental, social, and governance factors when selecting suppliers, in addition to commercial and quality criteria.

5. Monitoring and Continuous Improvement

The company monitors the implementation of the policy through:

- Periodic verification of strategic suppliers' compliance with the Supplier Code of Conduct.
- Evaluation of strategic suppliers (either directly or through external tools).
- Analysis of reports received regarding non-compliant behavior by suppliers.
- Periodic review of the policy to improve its effectiveness and align it with updated regulations and best practices.

Continuous improvement is a guiding principle, with the aim of progressively strengthening the integration of sustainability criteria into the procurement process, raising suppliers' awareness of ESG issues, and preventing social and environmental risks throughout the supply chain.

In pursuit of these commitments, the following specific objective is established.

Objective: Ensure that 100% of strategic suppliers have signed the Supplier Code of Conduct by 2030.

Indicator: % of strategic suppliers who have signed the Code of Conduct and have been informed of the sustainable procurement policy.

Verification method: annual collection of signed declarations.

This Policy is also available in the shared document folder and on the company website.

Note: If a supplier does not sign the Supplier Code of Conduct due to its own internal policies, equivalent documentation (e.g., the supplier's code of ethics or code of conduct) may be accepted, provided that it includes principles and requirements consistent with those required by Pink Frogs Cosmetics. Such documentation is evaluated internally to verify its compliance with company standards.

Objective: Gradual integration of sustainability criteria into the qualification processes for new suppliers and the evaluation of existing ones.

Indicator: Development of a checklist or a set of minimum ESG requirements for the supply chain.

Verification method: Existence of the defined set of criteria and tracking of the first pilot applications on selected suppliers.

6. Regulatory and documentary

This Sustainable Procurement Policy complements and refers to the following documents and regulations:

- Company Code of Ethics
- Company Supplier Code of Conduct
- Company Social and Human Rights Policy
- EU guidelines on due diligence and sustainable supply chains
- International Reference Standards: UN (UNGC), OECD, ILO, ISO 20400 (Sustainable Procurement), ISO 14001

Pink Frogs Cosmetics is committed to keeping these references up to date in line with regulatory developments and industry best practices.

7. Entry into force

This Policy has been approved by the management of Pink Frogs Cosmetics and takes effect as of 06/05/2026, remaining in force until any updates or revisions are made, which will be promptly communicated to all recipients.

To ensure transparency toward external stakeholders as well, this Policy will also be published on the company website, where it will be easily accessible to customers, suppliers, and partners.

Furthermore, suppliers and business partners will receive a specific notification during the onboarding process or when their contracts are updated, in accordance with the provisions of the Supplier Code of Conduct.