

LACOSTE PARTNERS' CHARTER OF ETHICS

This Partners' Charter of Ethics (hereinafter "the Charter") sets out the standards that shall apply in all areas of the business relationship between Lacoste and its Partners (i.e. suppliers, service providers, business partners, etc.), and more particularly, in the supply chain of Lacoste and its subsidiaries (hereinafter "Lacoste"), in order to ensure that:

- Employees are treated with respect and dignity, in a workplace that ensures their health and safety;
- Production operations or service performances are carried out in the most environmentally friendly manner possible and preserve the well-being of animals that may be involved in raw materials supply chain;
- Business relationships with the Partners are free from all manipulation, corruption, influence peddling, extortion, or embezzlement, and unlawful practices in general.

Under the Charter, the term "Partner" refers to Lacoste's direct contractors. The Partner agrees to convey this Charter and its updates (as well as possible annexes that may be added by Lacoste) to all its own subcontractors, suppliers, and distributors, and to ensure its full application.

1. GENERAL PRINCIPLES

All Lacoste Partners agree to supply only products or services that are consistent with the principles of the Charter, all national and international laws that apply to the exercise of its activity, and the international rules mentioned in the Charter.

This Charter is part of a continuous improvement process with which the Partner agrees to comply and to change those practices which are inconsistent with this document.

2. LACOSTE'S COMMITMENT

Lacoste commits to promoting responsible business practices throughout its activities, particularly in its supply chain in compliance with the ten requirements of the United Nations Global Compact, of which the group has been a signatory since 2012, and to the principles of the following major international reference texts:

- The 1948 Universal Declaration of Human Rights and the two supplementary international pacts related to civil and political rights and economic, social, and cultural rights;
- The eight key conventions of the International Labor Organization (ILO);
- the Guiding Principles of the OECD [Organization for Economic Co-operation and Development];
- The United Nations Convention against Corruption;
- The Rio Declaration on Environment and Development.

2.1.1 As part of its business practices or any other activity, Lacoste endeavors to:

- Respect international and national laws, principles, standards, and regulations,
- Avoid conflicts of interest,
- Reject all forms of corruption, influence peddling, or favoritism (etc.).

2.1.2 Lacoste undertakes to develop equitable relationships with its Partners and to ensure they receive fair treatment, regardless of their economic importance. It seeks, in accordance with the rules of open competition and free enterprise, to develop lasting business relationships with its Partners, taking into account their ability to provide products and services that meet Lacoste's needs.

2.1.3 Lacoste endeavors to maintain an open, constructive dialogue with the Partner regarding the ability of the latter to respect the Charter, and may, if necessary, guide it as much as possible and help it to undertake actions that will enable it to meet the Charter's requirements.

2.1.4 Lacoste is committed to respecting and protecting the environment, and endeavors year after year to reduce the ecological impact of its activities. Lacoste expects its Partners to take a similar approach.

3. REQUIREMENTS

3.1 GENERAL PRINCIPLES

3.1.1 COMPLIANCE WITH LAWS AND REGULATIONS

The Partner must comply with all applicable international and national laws, principles, standards, and regulations in effect in any country in which it operates. The Partner shall ensure that its own subcontractors, suppliers, and distributors respect this commitment.

The Partner commits to respecting international trade restrictions and sanctions, including possible changes to them. For example, Lacoste prohibits the use of Uzbek or Turkoman cotton throughout its entire supply chain.

The Partner shall comply with all applicable laws and regulations regarding the protection of personal data.

3.1.2 THE FIGHT AGAINST CORRUPTION

Lacoste has implemented a compliance program, which includes an Anti-Corruption Code of Conduct, which applies to its employees, and this Charter, which applies to its Partners.

The Partner must not give or promise Lacoste employees gifts or rewards in any form, (particularly sums of money, gifts, invitations, entertainment, travel, etc.). The non-compliance by a Partner with this provision, as well as those that follow, can result in its exclusion from an invitation to bid or in the termination of its contract.

Lacoste prohibits corruption, influence peddling, favoritism, illegal conflicts of interest, or the embezzlement of public funds, in all their forms, regardless of the time, place, or circumstances. It expects its Partners to make the same commitment both for themselves and for their own subcontractors, suppliers, and distributors.

3.1.3 MANAGEMENT SYSTEM

The Partner shall establish an effective internal management system so that:

- Every employment relationship is recognized, documented, and performed in accordance with legislation, national practices, and international norms regarding employment, from recruitment to the end of the employment contract; particularly for employees with special status: young employees, immigrants, national migrants, seasonal workers, piece work employees, interns or apprentices, temporary workers, etc.;
- The regulatory compliance and traceability of raw materials and substances used is ensured;
- The principles stated in this Charter are disseminated and applied uniformly within its organization.

3.1.5 TRANSPARENCY

The Partner commits to absolute transparency vis-à-vis Lacoste. Any attempt at concealment, false statement, the falsification of documents or actions can lead Lacoste to exclude it from an invitation to bid or to terminate its contract. Particularly with regard to:

- Information given to Lacoste in relation to the supply chain;
- Methods and resources used in the performance of the service;
- Internal documents and procedures that fall within the scope of compliance audits ordered by Lacoste when the Partner is involved;
- Documents and procedures required as part of Lacoste's Quality Policy, as defined and accepted by the Partner in its reference framework or the Quality specifications obligations accepted during business negotiations.

3.1.6 SUBCONTRACTING AND HOMEWORK

Undeclared subcontracting and workforce leasing are strictly prohibited. When subcontracting has been authorized by Lacoste for all or part of the manufacturing of products, the production facilities must be subject to compliance audits in accordance with the procedure in effect at Lacoste.

All hidden subcontracting can merit the immediate termination of the business relationship.

The Partner manufacturing, all or part of, Lacoste products cannot use home-based workforce.

3.1.7 CONFIDENTIALITY

All information coming from communications or with respect to the business relationship between the Partner and Lacoste must be considered confidential. As such, it may not, in any circumstance, be communicated to third parties without prior written authorization from Lacoste. The Partner shall take all necessary provisions to ensure the confidentiality of the information and the respect of professional secrecy. The Partner must ensure that its public pronouncements, particularly on the Internet or social networks, are not attributed to Lacoste.

3.1.8 COMPETITION AND FAIR PRACTICES

The Partner shall refrain from participating in agreements, engaging in any unfair practice that hinders free and fair competition, particularly those aimed at forcing a competitor from the market or restricting new competitors from entering the market through unlawful means.

3.1.9 COUNTERFEITING

The Partner acknowledges that the production of counterfeits is illegal and hinders the economic and social well-being of employees. The Partner shall refrain from knowingly having their employees participate in the development, production, or marketing of counterfeits. The Partner shall systematically alert Lacoste when it has knowledge of Lacoste brand or product counterfeits. The Partner shall include this obligation in all its subcontracting agreements.

3.1.10 DESTRUCTIONS

Lacoste prohibits the destruction of leftover textile or footwear products. The Partner must handle these products in accordance with the procedure required by Lacoste so as to give them a second life.

3.1.11 ALERT SYSTEM

The Partner must establish a collection and processing system to respond to alerts from employees or any other interested party, related to non-compliance with the Charter. In this context, the Partner agrees in particular to:

- Refrain from punishing or treating unfairly an employee who has, in good faith, reported a non-compliance with the Charter.
- Inform Lacoste immediately of any non-compliance related to the Charter or any event brought to its attention that may result in:
 - o The use of child labor or any form of forced labor;
 - o Non-compliance with any applicable regulations regarding the fight against fraud, corruption, influence peddling, money laundering, and the financing of terrorism.

3.2 HUMAN RIGHTS AND HEALTH & SAFETY

3.2.1 THE BAN ON CHILD LABOR

The Partner commits to respecting the minimum age for admission to any type of employment or work prescribed by national law, and to never employ children below the age of 15.

The Partner shall not employ any young employee over the age of 15 and under the age of 18 for night shifts, or under conditions likely to compromise his or her health, safety, or moral integrity, and/or which are detrimental to his or her physical, mental, spiritual, moral, or social development in accordance with ILO [International Labor Organization] Convention No. 182.

3.2.2 THE BAN ON FORCED OR BONDED LABOR

Lacoste prohibits the use of forced, mandatory, or unpaid labor of any type, including prison labor other than in the manner provided for in ILO Convention No. 29.

Lacoste prohibits the confiscation of personal documents, security deposits, or the payment of recruitment fees by employees as a precondition of recruitment.

Any loan or salary advance must be subject to a written agreement that must never place the employee in a situation of prolonged indebtedness and vulnerability, forcing him or her to work in order to repay the debt.

The Partner must respect an employees' right to terminate their contract with legal or reasonable advance warning, and to leave the workplace after their service.

Migrants must be subject to special vigilance to ensure that they:

- Have not entered the country illegally;
- Enjoy the same working conditions as local employees;
- Receive a copy of their contract in a language they understand.

When recruitment is carried out through an intermediary, the Partner shall ensure that:

- The labor contract is legal, sincere, and consistent with the working conditions described upon hiring;
- Any costs potentially paid by migrants to access their job (expenses for travel, obtaining a visa, administrative procedures for legalization), are reimbursed to them.

3.2.3 COMBATING DISCRIMINATION AND HARSH TREATMENT

The Partner shall not practice, encourage, or tolerate any discrimination based on sex, age, religion, marital status, skin color, caste, social standing, illness, handicap, pregnancy, national and ethnic origin, nationality, affiliation with an employee organization (including a union), political affiliation, sexual preferences, physical appearance, or any other personal characteristic.

The Partner shall not practice or tolerate any moral or physical harassment or abuse of any kind.

The Partner shall develop written disciplinary procedures that are clearly explained to employees. The Partner shall not apply any holds on salary due to disciplinary actions.

Aware of the important role played by women in the textile industry, the Partner must pay close attention to the risk of sexual harassment and discrimination to which women may be subjected, particularly those related to maternity. The use of pregnancy tests upon hiring or the required taking of contraception is totally prohibited.

3.2.4 FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Employees have the right to form their own union or to join one of their choosing, and to negotiate collectively, without prior management authorization. The Partner must not hinder, prevent, or interfere with these lawful activities.

When the law restricts or prohibits the freedom of association and collective bargaining, the Partner shall not oppose any other form of representation and of free and independent negotiation, in conformance with ILO conventions.

3.2.5 WORKING HOURS

The Partner shall set working hours in conformance with national laws and ILO conventions, always applying those that provide the best protection for employees' health, safety, and well-being. In all cases, the Partner shall respect a weekly work maximum of 48 hours, excluding overtime.

Overtime hours are given on a voluntary basis, paid at an increased rate, do not occur on a regular basis, and do not exceed the limit set by local law (if there is no limit set by local law, overtime must not exceed eight hours per week in compliance with the limits established by the ILO).

The Partner shall respect the right of all employees to enjoy at least one day of rest after six consecutive work days, as well as annual paid leave, and the local and national official holidays provided by local legislation.

3.2.6 WAGES AND BENEFITS

The Partner shall pay its employees - including piece workers - wages, overtime, benefits, and paid rest days equal to or above the legal minimum and/or industry standards, and/or those provided for in collective bargaining agreements (the highest amounts being applicable).

Wages shall be paid on a regular basis without delay, postponement, or withholdings so as to avoid creating difficulties for the employee. Only those deductions, advances, and loans provided for by law are authorized and should be carried out with the employee's consent.

Aware of the fundamental importance remuneration has for employees and their dependents, Lacoste expects the Partner to view the legal minimum wage not as an end in itself, but simply as a threshold, not one to be met, but one to be surpassed, the ultimate goal being that this remuneration goes beyond just covering the employee's basic needs.

The subcontracting of labor, work, or services or arrangements involving home-based work, apprenticeship programs when there is no real intention of transferring skills or offering regular employment, the excessive use of short-term contracts, or any other similar provision shall not be used to circumvent the employer's obligations prescribed by labor law or the Social Security Code, and arising from a regular working relationship.

3.2.7 HEALTH AND SAFETY

The Partner shall take appropriate measures, taking into account working conditions and the risks inherent to its line of business, to prevent accidents and harm to health arising from, related to, or occurring during professional activity.

The Partner shall take appropriate fire-fighting measures and oversee the soundness, stability, and safety of buildings and equipment, including residential spaces, if applicable. Employees may not be required to reside at their workplace.

The Partner shall ensure that employees and management receive sufficient training in the following areas: fire-fighting, first aid, waste management, the handling and disposal of chemical products and other dangerous materials.

The Partner shall ensure that substances presenting a risk to the environment are identified, labeled, and stored so as to prevent any risk of pollution.

Given the risk to workers' health, particularly in the manufacturing of denim items, Lacoste has banned sandblasting and the use of potassium permanganate in the manufacturing of any of its products.

3.3 ENVIRONMENT AND ANIMAL WELL-BEING

3.3.1 THE ENVIRONMENT

The Partner shall implement sector best practices, adapting them to its specific procedures and setting objectives aimed at continuously improving its environmental performance, by avoiding and/or reducing the negative impacts of its activity, while respecting local environmental protection regulations in effect.

3.3.1.1 The use of water must be optimized and all wastewater from production processes must be treated in accordance with local laws prior to disposal.

3.3.1.2 All waste, particularly dangerous waste, must be handled responsibly (identification, storage, removal, processing) in compliance with local laws.

3.3.1.3 The Partner shall establish all necessary measures to preserve ecosystems and biodiversity in its own activities or in its supply chain. It commits to not using raw materials from protected animal species or plants, or which arise from unlawful practices, and must guarantee their traceability. If it uses wood, paper, cardboard for products, packaging or store furniture, the Partner shall guarantee that these raw materials come from sustainably managed forests. Paper, in particular, must be certified by the Forest Stewardship Council (FSC).

3.3.1.4 The Partner shall optimize its sites, processes and production tools to improve their efficiency and minimize environmental impact, particularly by:

- Reducing energy consumption and favoring the use of available renewable energy;
- Reducing its greenhouse gas (GHG) emissions and the air pollution it generates;
- Limiting manufacturing process losses or scrapping or implementing all provisions aimed at reducing waste.

3.3.1.5 The Partner shall measure and share with Lacoste upon request, information on energy consumption and natural resources, GHG emissions, and waste for the services carried out to the benefit of Lacoste.

3.3.1.6 The Partner shall scrupulously respect requirements, sent by Lacoste, relating to chemical substances used at every step in the manufacturing of its products.

3.3.1.7 The Partner shall ensure that staff whose activities have a direct impact on the environment are trained, competent, and have the means necessary to faithfully accomplish their missions.

3.3.2 ANIMAL WELL-BEING

When raw materials are obtained from animal farming, the Partner commits to ensuring that the well-being of the animal in question is preserved throughout the supply chain (breeding, transport, slaughtering, etc.) in particular by:

- Keeping them from being hungry or thirsty,
- Keeping them free from discomfort,
- Keeping them free of pain, wounds, and illness,
- Allowing them to express normal species behavior,
- Keeping them free from fear and distress.

Lacoste prohibits the use of real fur, mohair, or angora in its products.

4. VERIFICATION AND ALERT SYSTEM

4.1 To ensure the Partner's strict compliance with the principles and key criteria of this Charter, Lacoste may mandate that its teams or specialized independent external firms conduct compliance audits throughout its value chain.

MANDATORY ICS [Initiative for Compliance and Sustainability] AUDITS: This obligation is only applicable to manufacturing sites of Partners who are materially involved in the composition or the manufacturing of a product that bears the Lacoste brand.

Before any involvement in the composition or the manufacturing of a Lacoste product, all production sites must be subject to a social audit by an independent external firm in accordance with the ICS standard in accordance with the procedure conveyed by Lacoste's Quality teams. The performance of an additional environmental audit, again in accordance with the ICS framework, may also be required.

4.2 The Partner agrees to cooperate and facilitate audit operations, and to guarantee access to its sites, its documents and records, its staff, as well as its subcontractors, suppliers, and distributors.

4.3 The performance of compliance audits required by Lacoste does not preclude the Partner itself from performing any other audit or verification of its own subcontractors, suppliers, and distributors on which it relies for its activities on behalf of Lacoste.

4.4 The Partner agrees to establish or cause to be established corrective measures, if necessary, within a timeframe determined with each of the parties. It shall discuss with Lacoste all progress made in the resolution of the non-compliance, providing factual evidence.

4.5 Lacoste may put an immediate end to any business relationship or contract in the event that the Partner may not be in compliance with the principles outlined in the Charter, and/or refuses to allow a compliance audit to be performed, and/or refuses to take the necessary measures to resolve non-compliance brought to its attention.

All cases of non-compliance vis-à-vis this Charter must be brought to the attention of Lacoste:
compliance@lacoste.com

SIGNATURE

By signing this Charter, the Lacoste Partner identified below agrees to accept the terms, and agrees to respect them and make sure they are respected by its own subcontractors, suppliers, and distributors.

If the Partner is manufacturing products, he hereby certifies that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which it is doing business.

The Charter comprises seven (7) pages, all of which will be initialed, and the ninth page will be signed and stamped.

Date: _____

Partner: _____
(Name of the company and legal status)

Represented
by its legal *(Printed name)* _____
representative:
(Title) _____

Signature and _____
stamp:

The Charter was written and validated in the French language. When translations of the Charter are available, they must only be considered as translations for convenience purposes. The French version shall prevail in the event of any discrepancy.