

PINARD

BEAUTY PACK

Ethical Charter

Creation: 10/07/2020
Update V1: 21/04/2021
Update V2: 10/12/2024



President

PINARD BEAUTY PACK

“Because the quality of our products requires the best of our commitment, we strive to satisfy our customers while respecting our human and environmental values.”

Thomas PINARD - CEO



Our Vision

PASSION AND EXCELLENCE

Our image and our reputation in the market with our customers are based on the quality of our products and services but also on the confidence that Pinard Beauty Pack inspires in all its partners.

Professionalism, the quest of excellence, commitment are the culture of our company but beyond ethics and deontology are prerequisites that can not be compromised.

The respect of our commitments in the field of ethics calls upon the sense of responsibility of each and every day.



Our Vision

PASSION AND EXCELLENCE

Pinard Beauty Pack is committed to:

- Respect the rules relating to work, employment, health and safety and the environment.
- Respect moral and republican values: equal opportunities, solidarity, spirit of justice, non-discrimination.
- Respect the rules of competition law.
- Respect the confidentiality of each file and treat with fairness and honesty all its customers and suppliers.



Our Vision

PASSION AND EXCELLENCE

Pinard Beauty Pack strickly forbids its employees:

- To accept an illegitimate advantage in kind or money, gifts or invitations that can be described as corruption, complicity, favoritism.
- To join agreements with competitors.

Management and all employees are committed to making ethics and deontology a reality on a daily basis.



Our Values

PINARD

BEAUTY PACK



PASSION

Our company is primarily a human adventure, which draws its dynamics and cohesion in the passion of its founders passed down through generations. This shared passion drives the involvement of our leaders and the daily commitment of our teams.



EXCELLENCE

The pursuit of excellence is the heart of our DNA. It is reflected in the exercise of our business by a culture of the requirement associated with a desire to go beyond in an approach of innovation and continuous improvement to offer the best to our customers.

RESPECT FOR COMMITMENTS

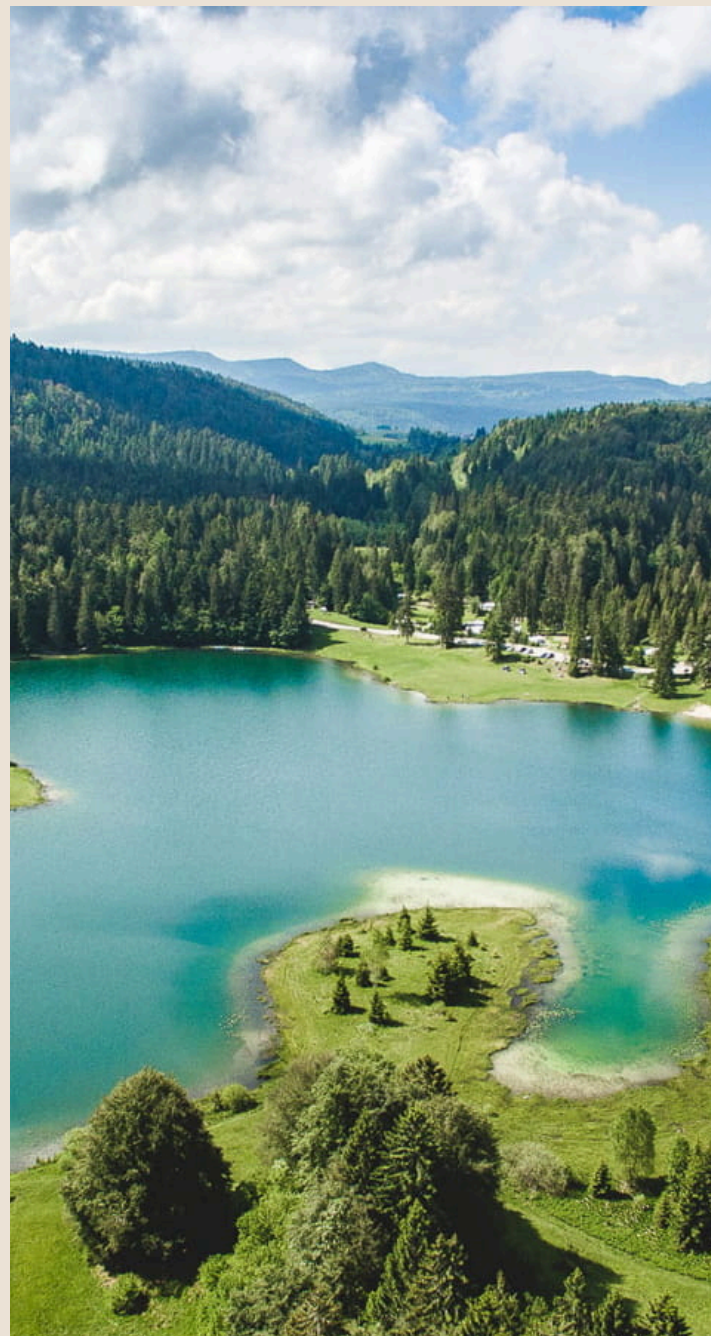
For us, our word is not negotiated. The respect of deadlines, quality and prices is the foundation of our long-term relationships of trust with our customers and the key to our performance.



Nos Valeurs

PINARD

BEAUTY PACK



RESPECT FOR PEOPLE

Our company, because it is a part of a family business approach, is a carrier of a collective human project, which fully integrates the men and women who make it live and grow daily. This implies a sustained attention of the leaders to the motivation and well-being of the teams, and the will to associate them with the life of the company in a climate of listening, dialogue, transparency and respect.



RESPECT FOR ENVIRONMENT

As a producer of processed plastics, attentive to the challenges of our planet, we take our environmental responsibility seriously by promoting the reduction, reuse and recycling of our waste and by developing new ranges of products based on recycled or bio-sourced raw materials.



Respect for people



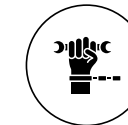
WORKING CONDITIONS



A dignified, clean and secure working environment, in accordance with applicable standards and laws on health and safety at work in France is strictly implemented.

Beyond the regulatory provisions, Pinard Beauty Pack is attentive to occupational risks and deploys daily actions to improve well-being at work and optimize the industrial environment

CHILD LABOR AND FORCED LABOR



Pinard Beauty Pack is a French company, strictly bound by the Collective Agreement for the Plastics Industry. We strictly apply French law to ensure that all our employees are covered by French regulations.

As a committed company, Pinard Beauty Pack strongly condemns child labor, forced labor, and human trafficking. We recognize the right to basic needs.

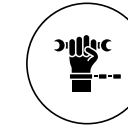
Pinard Beauty Pack ensures compliance with the minimum legal age stipulated by French law and ensures that no children under the age of 18 are employed.

Each recruitment is subject to age verification using an official identity document. Apprenticeship contracts must not constitute the majority of a site's workforce. They are entered into as part of an educational program and are limited in duration.

Respect for people



CHILD LABOR AND FORCED LABOR



However, if child labor is discovered, the company will take the necessary and immediate measures to put an end to it, while ensuring that the child is reintegrated into the country's education system and that the economic situation of the family concerned is not aggravated.

All of our employees, at all our sites, are registered and are not subject to forced labor.

Our employees are free and are not subject to any harassment regarding working hours or production rates.

The outright confiscation of any identity papers, passports, or visas is prohibited.

Imposing overtime on employees by threat or force is prohibited.

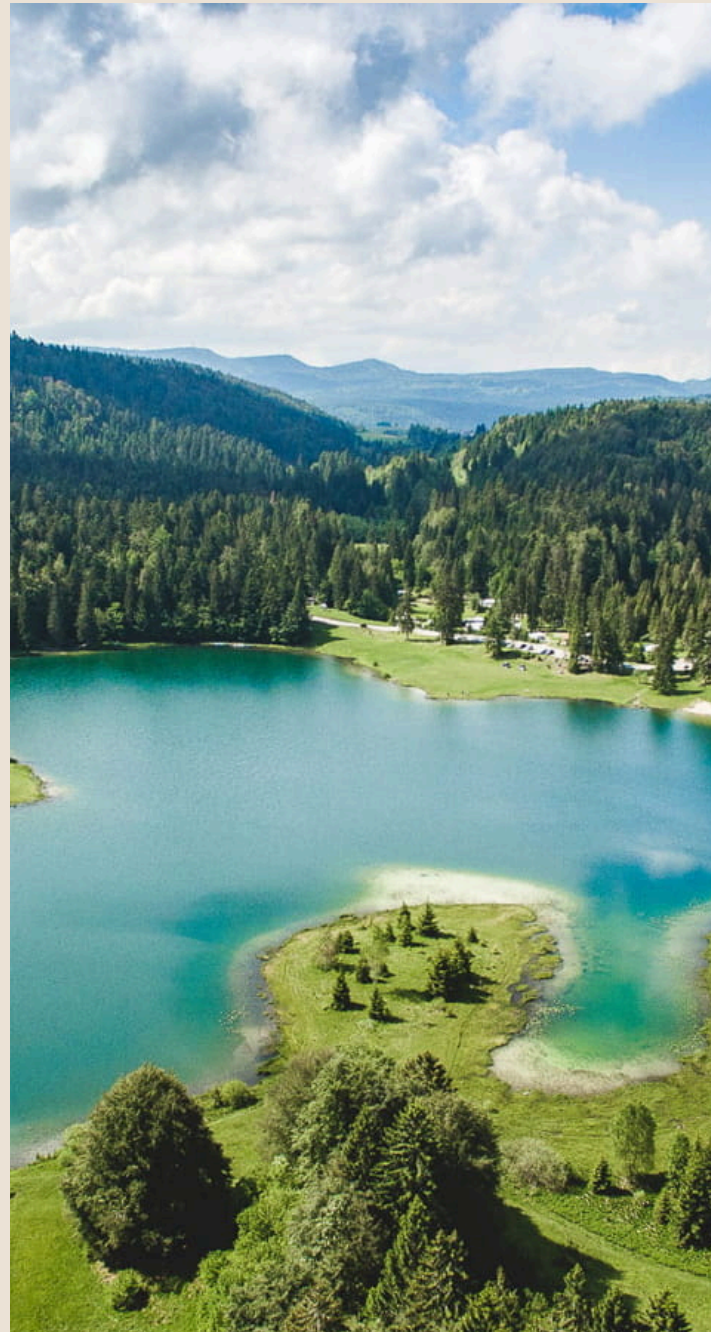
The content of the position to be performed, the working hours and schedules, the salary, and the duration of the contract must be specified to candidates before any hiring.

The company regularly pays the employee the remuneration due to respect the work performed. An employee is free to leave the company premises after a workday.

An employee is free to leave their job any time, subject to compliance with the notice period stipulated by French regulations.

We have implemented an internal whistleblowing procedure to report issues related to child labor, forced labor, inclusion, harassment, discrimination, and corruption.

Respect of environment



As a player in the plastics industry and recognized in the cosmetics packaging market, Pinard Beauty Pack has a dual role to play in the transition towards sustainable development.

LIMIT YOUR ENVIRONMENTAL IMPACT



Forerunner in the use of innovative materials such as the use of heat pumps, Pinard Beauty Pack has always fought against waste and value for money.

Pinard Beauty Pack invests every year in its production tool to guarantee the use of latest generation machines that use less energy.

ECO-DESIGN



Eco-design is at the heart of our blower business.

Pinard Beauty Pack develops daily ranges of standard products, recyclable materials, easy to sort for the end consumer. Pinard Beauty Pack offering standardized and innovative packaging solutions is helping to improve the recycling of plastics.

For more than 10 years, Pinard Beauty Pack has approved recycled and biobased materials as an alternative to traditional plastics. With this experience in the use of these materials, we deploy to our customers advice in eco design to increase their use.

Deontology



CONFIDENTIALITY & PROTECTION OF SENSITIVE DATA

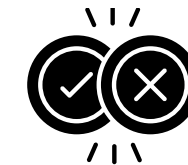


Employees may not use or disclose confidential and / or sensitive information that comes to their knowledge in the performance of their duties, for any purpose or in any way prejudicial to the interests of Pinard Beauty Pack.

Any violation of this provision may result in disciplinary sanctions as defined in each institution.

Each project is treated with the utmost confidentiality. Pinard Beauty Pack imposes these same rules of confidentiality on all its suppliers and subcontractors.

PREVENTING CONFLICTS OF INTEREST



When performing their professional activities, employees must act solely in the interest of Pinard Beauty Pack and they must refrain from having personal interests or taking advantage of their function to obtain benefits for themselves or for others.

The name Pinard Beauty Pack can not be used and its reputation can not be engaged for personal purposes. Employees must not accept gifts, gratuities, entertainment or other than nominal favors from third parties who have business relationships with or attempt to establish business relationships that could affect or appear to have an influence on the Company. a decision concerning Pinard Beauty Pack activities.

Deontology



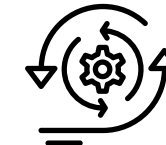
REFUSE ANY ACT OF CORRUPTION



Pinard Beauty Pack and its stakeholders are committed to loyalty in order to build and maintain lasting relationships of trust.

The parties refrain from offering or offering to any collaborator any gift, invitation, act of convenience, favor or other advantage likely to corrupt, influence or hinder the integrity, independence of judgment or 'objectivity. Gifts offered as a simple show of courtesy are acceptable only if they are exceptional, of low value, linked to opportunities that justify it, and conform to the most reasonable customs of the country and the profession.

COMPLIANCE WITH THE PRINCIPLES OF FREE COMPETITION



Pinard Beauty Pack is prohibited from any contact with competitors, regarding prices, pricing terms, conditions of promotion, billing, margins and rebates, distribution of customers, markets, financial information among others concerning customers and suppliers.

Deontology



REFUSE ANY ACT OF FRAUD AND MONEY LAUNDERING

Pinard Beauty Pack formally prohibits and fights any practice of fraud and money laundering.

The principles of transparency, probity and honesty must govern our professional conduct. Fraud and money laundering, beyond offenses punishable by law, constitute a violation of the moral and ethical rules which govern our society. Each of our employees must be committed to providing services in accordance with contractual stipulations and must not seek to obtain any advantage.

A specific alert procedure concerning any suspicion or behavior contrary to the law, which may be linked to an act of fraud or money laundering, is available to employees and third parties in order to fight these practices.

An alert form to express suspicions or proven facts is available via the website: <https://www.pinard-beauty-pack.com/en/sapin-2-law/>

Thank You.

PINARD BEAUTY PACK



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