



**PUIG**

Responsible  
Sourcing  
Policy



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## Context

As outlined in the **Puig** Ethical Code and in line with the UN Sustainable Development Goals, **Puig**<sup>1</sup> is committed to conducting business responsibly and growing sustainably, preserving the environment, ethical working practices and respecting the communities in which it operates. For that, we aim to have the highest standards for the ingredients and materials used in our products.

This commitment is reaffirmed in the Supplier Code of Conduct, through which **Puig** suppliers are expected to conduct business responsibly and to integrate sustainability criteria into their own supply chains.

Acknowledging the complex challenges that supply chains present to business globally, **Puig** believes that collaboration among different stakeholders is crucial to address them. We see this as an opportunity to create significant value, collaborate, inspire and align suppliers with our business priorities, which is being a force for sustainable change.

## Purpose

The Responsible Sourcing Policy (the ‘Policy’) aims to communicate **Puig**’s position and expectations with respect to the responsible sourcing requirements of certain materials and ingredients. **Puig** establishes specific requirements for their sourcing and works towards obtaining traceability throughout their supply chains, in line with **Puig** sustainability ambitions.

**Puig** encourages its Suppliers to be transparent about supply chain challenges with the aim to work towards identifying and implementing practical solutions together.

## Scope

The Policy, proposed by the Chief Sustainability Officer, builds upon the **Puig** Supplier Code of Conduct and complements the Conflict Minerals Policy.

This Policy applies the sourcing of the listed materials and ingredients, regardless of whether they are purchased by **Puig** or by our suppliers to be used in the manufacture and packaging of **Puig** products. **Puig** expects its suppliers to ensure this Policy is adhered to across their own suppliers including any subcontractors and third-party suppliers.

<sup>1</sup> “**Puig**” refers to Puig Brands, S.A. and its subsidiaries and other entities that may be incorporated in the future in which Puig Brands, S.A. holds or may hold direct or indirect control, according to article 42 of the Spanish Commercial Code.



For the purposes of this Policy ‘**Puig** suppliers’ shall mean those who provide **Puig** finished products, product components, raw ingredients, packaging or **Puig** branded merchandise to **Puig**. This Policy is subject to revision to ensure that the highest and most up-to-date best practices are met, reflecting changes to legislation, regulatory change, and organizational change.

In instances where requirements set out in the Policy exceed those required by local law, the requirements of the Policy will apply. However, following our commitment to strict compliance with applicable law, should local law require higher requirements than those established in this Policy, local law will always prevail.

## Materials and ingredients principles

**Puig** has set the following requirements for the sourcing of certain materials and ingredients:

### Palm oil and derivatives

**Puig** is committed to only purchase palm oil, palm kernel oil and derivatives certified by the Roundtable on Sustainable Palm Oil (RSPO). The accepted RSPO certification modes are Mass Balance, Segregated and Identity Preserved.

Suppliers are expected to demonstrate compliance with RSPO principles and criteria<sup>2</sup>.

Additionally, suppliers that are members of the RSPO, as well as being certified in relation to palm oil by an independent third party or that can demonstrate that they meet the requirements of the most stringent certification in this area, will be considered an asset.

<sup>2</sup> RSPO criteria can be found at [www.rspo.org/resources/](http://www.rspo.org/resources/)

### Paper and board

**Puig** is committed to purchase paper and board packaging certified by the Forest Stewardship Council (FSC). The accepted FSC certification labels are FSC 100%, FSC Recycled or FSC Mix<sup>3</sup>.

**Puig** suppliers must ensure sourcing from well-managed forests or from recycled origin.

Exceptionally, when FSC is impossible to obtain, PEFC could be a valid alternative, with prior approval by **Puig**.

<sup>3</sup> FSC principles and criteria can be found at <https://my.fsc.org/my-en/fsc-principles-and-criteria>



## Alcohol

**Puig** is committed to purchasing traceable and naturally-derived alcohol. **Puig** suppliers are required to provide transparent supply chain information including location of the country of origin or region of the farm that supplied the agricultural raw material to produce alcohol, the type of crop yields provided, and the farmer self-assessment results where it was cultivated.

All alcohol supplied to **Puig** must comply with the sustainability requirements described below:

- Alcohol must be derived from plants (e.g. sugar beet and cereals) which have been grown through regenerative agriculture and agroecological practices, including but not limited to crop rotation, chemicals reduction and responsible water consumption.
- **Puig** alcohol suppliers must have an independent third-party verification demonstrating alignment with the Farm Sustainability Assessment (FSA) – Implementation Framework of the SAI (Sustainable Agriculture Initiative) platform.

In addition, **Puig** will value suppliers whose factories and distilleries use efficient systems to optimize processes and reduce CO<sub>2</sub> emissions.

## Mica

**Puig** is committed to purchasing traceable mica that comes from verified sources. **Puig** suppliers are required to provide transparent supply chain information including all processing units used, and the location of the province and country origin where the mica was mined.

All mica supplied to **Puig** must comply with the sustainability requirements described below:

- Mica sourced by **Puig** suppliers must be purchased from processing sites which have set and monitor against workplace standards that encompass environmental, occupational health and safety, business ethics, legal economic and fair labor practices, including the prohibition on the use of child labor.
- **Puig** suppliers shall ensure that traceability and third-party verifications are documented in relation to the processing of units and mines.



- **Puig** suppliers sourcing mica and mica derivatives from India must have an independent third-party verification against the Global Workplace ESG and Due Diligence Standard for Mica Processors of Responsible Mica Initiative (RMI)<sup>4</sup> of all primary mica processing facilities, this will be required annually unless the processing unit is a member of the RMI.
- **Puig** suppliers sourcing mica and mica-based products from other countries must have an independent third-party verification shall be provided against at least one of the following standards: RMI GWS or equivalent standard such as SA8000 or SEDEX Members Ethical Trade Audit (SMETA), equivalent to the RMI Global Workplace ESG and Due Diligence Workplace Standard. If any **Puig** supplier provides another related standard, this will be considered and must demonstrate acceptable levels of traceability, social and environmental sustainability assurance in mica supply chains. Audit quality assurance is another aspect that will be considered when assessing the equivalence of standards.

<sup>4</sup> RMI details can be found at <https://responsible-mica-initiative.com/>

In addition, **Puig** will positively value suppliers that are members of the RMI, those who promote alternative materials or products and those who innovate in the development of sustainable products and technologies that minimize their impact on the environment and society. Where mica mines operate as cooperatives or mining groups, provision of evidence demonstrating the implementation of the MICA CRAFT Code.

## Minerals

**Puig** is committed to only source 3TG minerals that are Conflict Free, as reinforced separately in the Conflict Minerals Policy.

## Animal-derived materials

### Fur

**Puig** bans the use of any animal skin or part of an animal with hair or fur fibers attached, either in its raw or processed state. This includes the following:

- Fur described as “wool”, such as rabbit (i.e. angora fur or wool), raccoon, raccoon dog, fox or mink “wool”.
- Astrakhan Fur or Persian Wool or Swakara (sourced from the Karakul lamb).

This definition of fur does not include sheepskin, sheep fleece, or shearling; cowhide with hair attached or ‘pony hair’.



### **Feathers**

**Puig** bans the use of all feathers with the exception of down, when this is a by-product of the poultry industry derived from geese or duck and certified by at least one of the following standards:

- The Responsible Down Standard (RDS)
- Traceable Down Standard (TDS)
- Downpass 2017

### **Exotic Skins**

**Puig** prohibits the use of any skin/leather not derived from cow/calf, sheep/lamb, goat, pig, and water buffalo as a by- or co-product of the meat industry, in its products.

### **Exotic Horns**

**Puig** prohibits the use of any horn not derived from cow/calf, sheep/lamb, goat, and water buffalo as a by- or co-product of the meat industry, in its products.

## Approval, supervision, and review

This Policy has been proposed by the Chief Sustainability Officer and approved on the 22<sup>nd</sup> of December 2025, by the Chief Executive Officer within the framework of **Puig** policies and Ethical Code, and came into force at that time.

This Policy is available on the intranet, on the **Puig** website and will be communicated to **Puig** employees and other stakeholders where appropriate.

A review of the effectiveness of this Policy will be completed from time to time, to ensure that the Policy remains fit for purpose for the business.