



**Positive  
Program**

THE CSR PROGRAM  
OF DESCOURS & CABAUD



**DESCOURS & CABAUD**



**POLICY BAN ON  
CONFLICT MINERALS**  
DESCOURS & CABAUD

The DESCOURS & CABAUD Group's purchasing practices are aligned with the United Nations' Sustainable Development Goals (SDG), the fundamental conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and the principles implemented by the UN Global Compact. In particular, the Group has made serious commitments to respect individual liberties (freedom of movement, freedom of thought and creed and right of ownership, for example) and refrains from any direct or indirect procurement benefiting conflict zones or from financially profiting from intensive or unfair exploitation of human beings or natural resources that local communities rely on for their survival or way of life, for example. DESCOURS & CABAUD accordingly prohibits the use of conflict minerals in its supply chain.

In global trade, minerals may be procured from both lawful or unlawful sources, in which case they may be considered conflict minerals.

Conflict minerals are mined or used illegally in conflict zones, in conditions that infringe human rights and where the profits may support armed groups. Around the world, conflict minerals are covered by a number of regulations aimed at prohibiting them.

More specifically, gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) – collectively the 3TGs – and minerals mined in the Democratic Republic of Congo (RDC) are considered high risk.

DESCOURS & CABAUD does not buy 3TGs directly from smelting plants or mines. In line with its CSR commitments, the Group deploys due diligence with respect to its supply chain, since certain products manufactured by suppliers of these metals may contain 3TGs.

Within this framework, DESCOURS & CABAUD aims, on one hand, to ban and exclude products known to contain conflict minerals and, on the other hand, for its own brands, to exclude suppliers that are not transparent about their policies in relation to supplying 3TGs.

DESCOURS & CABAUD requires its suppliers to:

- apply due diligence in their respective supply chains with a view to banning any product that includes elements derived from conflict minerals;
- provide, on request, a report on the initiatives they have taken to exclude conflict minerals;
- report any infringement of the principle of banning conflict minerals that may have come to their attention in their supply chain.

And aims to:

- secure a signed commitment from 95% of its target suppliers on this policy by the second quarter of 2024;
- query 100% of the target suppliers on these policies and practices by the fourth quarter of 2025 and every two years thereafter;
- exclude 100% of the supplies that are known to include conflict minerals.

Scope:

This policy applies to all purchases (100%) made by DESCOURS & CABAUD, its facilities worldwide and its employees.

Responsibilities:

The Group Purchasing Department, the CSR Department, the DC GLOBAL SOURCING Department and the Group Ethics Committee are responsible for this policy, deploy it and cascade it within their scope of responsibility. Each of the entities reports on the policy to its line management and if applicable to the Group Executive Committee.

Review:

This policy is reviewed annually.

DESCOURS & CABAUD is committed to defending an ethical supply chain and encourages its suppliers to be proactive in prohibiting any direct or indirect procurement of conflict minerals.

The DESCOURS & CABAUD policy on banning conflict minerals is fully aligned with the Group's commitments to the United Nations Sustainable Development Goals.

## SUSTAINABLE DEVELOPMENT GOALS



Jérôme Gaudiard  
CSR Director  
DESCOURS & CABAUD

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| <p><b>SUPPLIER:</b> .....</p> <p>Supplier's legal name: .....</p> <p>Represented by (first and last names, title), duly authorized:<br/>.....<br/>.....</p> <p>The Supplier declares that it has read and understood the DESCOURS &amp; CABAUD policy on banning conflict minerals and undertakes to comply with the policy's principles.</p> | <p>Date : .....</p> <p>Signature and company stamp:</p> |
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