

INTERPARFUMS

Business Ethics Charter

“Interparfums is committed to promoting sustainable development practices. As such, the Group respects the principles of ethical and moral conduct and the rules of law. On this basis, it guarantees a high level of compliance by endeavoring to partner with stakeholders who share its commitment and values.

Respect and humanity, creativity, trust, commitment and loyalty, these are the values shared with all its employees and partners.

As such, the Group expects its stakeholders⁽¹⁾ to also respect the standards set out in this Charter, to act ethically and responsibly in the performance of their business and in their dealings with third parties.

In addition, all stakeholders are also expected to comply with national, European and international legislation on corporate social responsibility. It is the stakeholders’ responsibility to ensure compliance of this Charter by all its own subcontractors, suppliers and partners contributing to the provision of services to the Group.

This business ethics charter is critical to achieving our goals as a socially responsible company. Please familiarize yourself with its content and ensure it is applied at every level of your activities.”

Philippe Benacin,
Chairman-Chief Executive Officer

Paris, December 16, 2022

(1) Stakeholders: all direct business contractors and/or vendors of the Group.

A) Social responsibility

I — Respect for human rights

The Group respects the Universal Declaration of Human Rights, supplemented in Europe by the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights. Stakeholders undertake on the same basis to respect these rights.

2 — Working conditions

Stakeholders shall ensure compliance with the core Conventions of the International Labour Organization:

- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87);
- Right to Organize and Collective Bargaining Convention, 1949 (No. 98);
- Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol);
- Equal Remuneration Convention, 1951 (No. 100);
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- Abolition of Forced Labour Convention, 1957 (No. 105);
- Minimum Age Convention, 1973 (No. 138);
- Worst Forms of Child Labour Convention, 1999 (No. 182).

2.1 — The elimination of forced and compulsory labor

The Group strongly condemns modern slavery in all its forms (withholding of identity documents, violence and threats, debt bondage, etc.).

2.2 — Elimination of child labor

Stakeholders undertake to guarantee that there is no recourse to child labor.

The International Convention on the Rights of the Child defines a child as any person under the age of 18 years, unless under the applicable law, majority is attained earlier.

For the Group, a child is defined as a person not yet having reached the age for completion of compulsory schooling or the minimum working age in the country where they live.

In any event, stakeholders shall ensure that all employees under the age of 18 perform no work that could be dangerous or harmful to them (health, safety, morality of the child).

2.3 — Safety and protection of people

Stakeholders must ensure that their employees, as the Group does for its employees, work in a safe and healthy environment.

Our stakeholders are encouraged to identify the risks associated with their activities and to take measures to prevent accidents and injuries. This includes the dissemination of appropriate safety information, and in the event of dangerous conditions, such matters must be reinforced.

Every employee of the stakeholder is entitled to coverage under the health and social protection system in accordance with the local legislation in force.

2.4 — Decent pay, rest and working conditions

As a general rule, the Group reminds stakeholders of their obligation to take into account the well-being of employees and on that basis, providing decent employment conditions.

In this regard, the Group has established a Responsible Employer Charter, which is attached hereto and published on its website: www.interparfums-finance.fr.

Stakeholders must undertake to comply with the rules in force concerning the right to receive a regular salary, rest and statutory benefits to which all employees are entitled.

This includes respecting a maximum number of weekly working hours and the weekly rest period.

The stakeholder's employee shall be paid at the very least the minimum wage and, if applicable, overtime pay in accordance with the laws and regulations.

2.5 — Promotion of social dialogue

Stakeholders shall ensure, on the same basis as the Group that rights of freedom of expression, freedom of association and collective bargaining are respected.

2.6 — Combating discrimination and promoting equal opportunities

Stakeholders must pay particular attention to potential occurrences of discrimination in the areas of hiring and career development (access to training, promotion, breach of contract, retirement, etc.).

Vigilance in this area must be applied to all forms of discrimination (gender, ethnicity, etc.).

Stakeholders must promote the integration of persons removed from employment, in particular for reasons of a disability.

In general, stakeholders must promote equal opportunities, diversity and the inclusion of all employees.

B) Accountability and integrity in business conduct

I — Combating corruption

The Group strongly condemns corruption.

Stakeholders have an obligation to comply with all applicable laws and regulations. Entities not subject to legal and regulatory obligations should adopt their own procedures to prevent corruption in the conduct of their business adapted to their size and risks.

Stakeholders shall comply with all applicable laws, directives and regulations providing for measures designed to combat corruption and influence peddling.

Stakeholders shall comply with the highest standards of integrity in the conduct of business relations.

Stakeholders must accordingly implement measures to detect risks in this area, in particular by monitoring the activity of third parties, verifying the identity of any contact or recipient of funds, and the location of the bank account.

Stakeholders undertake to make no offer, gift, promise or advantage to the company's employees for the purpose of obtaining a favorable decision.

2 — Ensuring the security and confidentiality of information

2.1 — Management of sensitive information

Under no circumstances will stakeholders use any proprietary or confidential information received in the course of their business relationship with the Group, except if the Group has given its prior consent.

Sensitive information includes all intellectual property rights and privileged information.

Stakeholders may not use sensitive information to trade, directly or through a third party, in the Group's listed securities or for the purpose of assisting in conducting contract negotiations with third parties.

2.2 — Data security

The stakeholder shall be equipped with a secure IT system to prevent digital attacks or potential data leakage.

If the Group grants access to its IT system, the stakeholder must comply with the Group's IT Charter. The stakeholder will comply in all cases with security requirements communicated by the Group.

All persons have a right to the protection of their personal data. Stakeholders processing such data are required to comply with the General Data Protection Regulation (GDPR) and any other relevant laws and regulations.

Should an incident occur when the stakeholder processes the personal data, the latter will notify the Group at dpo@interparfums.fr as soon this becomes known and as quickly as possible in order to limit its repercussions.

3 — Respect for principles of sound governance and fair competition

The Group expects its stakeholders to be equipped with a system of governance that complies with regulations and legislation.

3.1 — Respect for competitive practices

The stakeholders undertake to engage in fair and healthy market competition in compliance the legal and regulatory provisions of competition law.

As such, they will refrain from participating in any anti-competitive practices, whatever its form (illegal agreement, notably on prices, abuse of dominant position, etc.).

3.2 — Compliance with economic sanctions

The stakeholders will respect and follow regulations on economic sanctions, including the control of exports, imports, embargoes and other restrictions (taxes, quotas, freezing of assets, etc.)

As part of the business relationship, stakeholders are required to guarantee that they will report any sanctions they are or may be subject to.

3.3 — Conflict of interest

Stakeholders undertake to declare any conflict of interest or any situation resembling a conflict of interest of which they have or may have become aware.

3.4 — Money laundering

In practice, incidents of corruption and influence peddling are often manifested through money laundering and the use of forgeries.

Stakeholders shall not participate in, facilitate or support money laundering.

4 — Reporting problems

Stakeholders will report to the Group any problems that might come to their attention relating to ethics or legal compliance.

The Group has put into place a technical system for receiving notifications, for company employees, as required by the Sapin II Act described in greater detail in the Whistleblower procedure which was communicated to them.

The notification is transmitted to the person designated for that purpose, Mr. François Heilbronn: referent.alerte@interparfums.fr.

5 — Establishing a sustainable and balanced relationship with stakeholders

The Group seeks to promote balanced relationships by integrating its stakeholders into a sustainable value chain.

The Group strives to participate in the development of the territories in which it operates and hopes that its stakeholders will do the same. To achieve this, they must:

- create a network of relationships that contributes to their development while efficiently managing exchanges with local stakeholders and the regional impacts of their activities;
- seek to develop economic activity in areas which are close to their zones of influence.

C) Environmental responsibility

The Group seeks to reduce its environmental impact by taking into account the sustainability of its actions.

As part of its approach to improve its environmental performance, the Group expects stakeholders to develop and propose environmentally friendly products and services by adopting sustainable practices for their own activities.

Stakeholders must ensure that their practices permit:

- sustainable, rational use of energy and natural resources (water, raw materials, etc.);
- the promotion of eco-design;
- the implementation of logistics processes capable of reducing the production of greenhouse gases;
- responsible waste treatment practices (identification, storage, disposal, treatment) for all waste in accordance with local laws.

Stakeholders shall implement all measures necessary to preserve the ecosystems and biodiversity within their operations or supply chain. To the extent possible, they must adopt a low-carbon approach in line with the Paris Agreement.

D) Stakeholder participation and buy-in

Stakeholders acknowledge that they have read the Charter and will support the Group in the development of its CSR strategy by allocating the resources needed to fulfill the goals described therein.

To that end, they will provide its relevant employees a copy of the Business Ethics Charter and information about the whistleblowing system on the Group's website for reporting any violations of the principles set out in this Charter.

Stakeholders agree to be evaluated by the Group on their compliance with this Charter and shall cooperate and facilitate audit operations, guarantee access to their production sites, documents and records, to their staff and to their own stakeholders.

