

SOCIAL IMPACT POLICY

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Policy: Social impact

Version: 1

Date: 05/11/2024

Objective

The Social Impact Strategy of the Eurofragrance Group emerges as a direct manifestation of our core purpose: “We create fragrances and take care of people and the planet”. This motto reflects not only our passion for developing exceptional fragrances, but also our deep commitment to social and environmental well-being. We are aware that our work has the power to transcend beyond the products we create, and we have committed ourselves to creating a positive impact that embraces different aspects of life. This is the reason why we have defined three essential pillars in our strategy: childhood, health and culture.

Furthermore, our commitment to the UN Sustainable Development Goals (SDGs), corporate social responsibility and the intention of creating shared value for the company and the society, reinforce our dedication to a more sustainable development and to generate a positive impact on the communities where we operate.

To bring this commitment to life, we have elaborated a social action policy which guides our initiatives and activities. This policy, which originates from the Board of Directors, focuses on improving the social and economic conditions of the communities where we operate, ensuring that every action we take is aligned with our values and contributes to sustainable development and overall well-being.

Scope

This global policy applies to all social action activities undertaken by the Eurofragrance Group, including donations, corporate volunteering and collaborations with non-profit organizations, regardless of their type or scale, as well as all areas and internal projects related to these activities.

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1. Guiding principles

1.1. Community engagement

We are committed to being an active and responsible partner, and responsible in the communities where we operate, supporting initiatives that improve the quality of life and promote sustainable development.

1.2. Ethics and transparency

All our social action activities will be managed with clarity and openness, providing accurate and accessible information to all stakeholders.

1.3. Inclusion

We promote equality and social inclusion, supporting projects that benefit vulnerable and marginalized groups.

1.4. Sustainability

We strive to create a positive and lasting impact, prioritizing initiatives that offer long-term sustainable solutions.

1.5. Values

All social impact actions carried out by the Eurofragrance Group are coordinated with entities that share and align with our values.

2. Focus areas

At the Eurofragrance Group, we focus our social action activities on three priority areas: children, health and culture.

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2.1. Children

We are committed to support programs focused on child protection, that promote nutrition, education and hygiene. Additionally, we support initiatives that empower women through education.

2.2. Health

We actively participate in projects that enhance the health and well-being of communities. We explore how our fragrances can contribute to emotional and physical wellness, integrating these benefits into our health initiatives.

2.3. Culture

We encourage projects that promote culture as a vital driver for social development and cohesion. We believe that culture is a fundamental pillar for social progress and we support its advancement in all its forms.

3. Grant Management

The Eurofragrance Group is committed to allocating 1.5% of its net profits to social and environmental impact donations. For each fiscal year, 1.5% of the previous year's net profit will be allocated. This amount will be included in the cost center of the Social Impact and Environmental Impact Committee, depending on the classification of the donation.

4. Corporate volunteering initiatives

- **Employee participation:** We encourage and support our employees' involvement in volunteering activities that align with our social focus areas, both during our Community Day and in specific fundraising campaigns.
- **Recognition:** We acknowledge our employees' efforts in volunteering activities through incentive programs and internal recognition.

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5. Partnerships and alliances

- **Partner institutions:** We collaborate with non-profit organizations, governments and other entities to maximize the impact of our social action initiatives.
- **Partner evaluation:** All partners and organizations we work with are assessed to ensure that their values and objectives align with ours.
- **Joint projects:** We collaborate with our partners to develop and implement projects that create a positive impact in the focus areas of our policy.

6. Monitoring and evaluation

- **Monitoring of projects:** All social action projects and initiatives will be regularly monitored to ensure their effectiveness and achievement of the set objectives.
- **Impact evaluation:** We will conduct evaluations periodically to measure the impact of our social action activities, using Key performance indicators (KPIs) when applicable.
- **Annual reports:** We will publish an annual social action report detailing our activities, the funds invested, and the impact achieved.

7. Communication and transparency

- **Internal communication:** We will keep our employees informed about our social action initiatives, and opportunities for involvement.
- **External transparency:** We will publicly share our social action efforts through annual reports, press releases, and other communication channels.
- **Feedback:** We encourage feedback from all interested stakeholders to continuously improve our social action initiatives.

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8. Governance and responsibility

8.1. Governance structure

This policy originates from the Board of Directors, which delegates the oversight of the implementation and compliance of the Social Impact Policy to the Sustainability and Compliance Committee.

8.2. Roles and responsibilities

The Global Social Impact Committee will be responsible for implementing this policy by selecting projects and partners in line with its focus areas, outreach and budget management, as well as preparing the annual report. Additionally, it will oversee any Local Social Impact Committees that may be established.

8.3. Reporting mechanisms

The Global Social Impact Committee will be responsible for the presentation of an annual report to the Sustainability and Compliance Committee during the first quarter of the following year. It will also be responsible for reporting any instances of non-compliance with the policy.

9. Conflict of interests

- **Declaration:** All employees and board members must disclose any potential conflict of interests related with social action activities.
- **Management:** The Eurofragrance Group will implement appropriate mechanisms to manage and resolve any conflict of interests that may arise regarding donations.

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10. Policy review

- **Periodical review:** This policy will be reviewed periodically by the Global Social Impact Committee to ensure its relevance and effectiveness.
- **Modifications:** Any modifications to this policy must be approved by the Eurofragrance Group's Board of Directors.

11. Final provisions

This policy was approved by the Board of Directors of the Eurofragrance Group on November 5, 2024, and came into effect on the same day.

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12. Change log

CHANGE LOG			
VERSION	CREATION DATE	AFFECTS	BRIEF DESCRIPTION OF THE CHANGES
1	05/11/2024	Creation	

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