

DÉCEMBRE 2025

HUMAN RIGHTS POLICY

G R O U P E
BEAUMANOIR

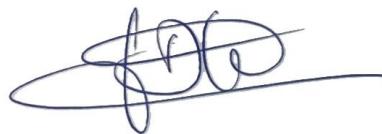


HUMAN RIGHTS POLICY

Beaumanoir Group is committed to respecting and promoting Human Rights across all its operations, its supply chains, its business relationships and in the areas where its operations take place. This policy outlines our principles and expectations in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights¹, the United Nations Convention on the Rights of the Child, the United Nations Convention on the Elimination of Discrimination against Women, the Guidelines of the Organization for Economic Cooperation and Development (OECD) for Multinational Enterprises, and the International Labour Organization (ILO) Core Conventions².

This Human Rights Policy is grounded in our Supplier & Business partners Code Of Conduct. Beaumanoir Group implements ongoing Human Rights Due Diligence to identify, prevent, and mitigate potential adverse impacts.

Jérôme DRIANNO - CEO

A handwritten signature in blue ink, appearing to read 'JD', is centered below the name 'Jérôme DRIANNO - CEO'. The signature is stylized and fluid.

¹ The international bill of rights refers to the Universal Declaration of Human Rights (UDHR) the International Covenant on Economic Social and Cultural Rights (ICESCR), and the International Covenant on Civil and Political Rights (ICCPR).

² ILO core conventions are the Forced Labour Convention (No. 29), the Abolition of Forced Labour Convention (No. 105), the Equal Remuneration Convention (No. 100), the Discrimination (Employment and Occupation) Convention (No. 111), the Minimum Age Convention (No. 138), the Worst Forms of Child Labour Convention (No. 182), the Freedom of Association and Protection of the Right to Organise Convention (No. 87), and the Right to Organise and Collective Bargaining Convention (No. 98).

SCOPE:

This human rights policy applies to the entire Beaumanoir Group, including all its subsidiaries and legal entities, regardless of geographic location or business activity. It covers all its brands, employees, business partners and subcontractors and affected communities. It serves as a common framework to guide us while ensuring fair labor practices, providing safe & healthy working conditions and upholding the rights of all workers, including those in vulnerable positions. It completes the Group's other policies and charters.

NO FORCED LABOUR:

Beaumanoir Group rejects all forms of forced, bonded or involuntary labour, within its own operations or across its global value chain. This include but is not limited to prison labour, retention of identity documents, withholdings of wages, involuntary overtime, human trafficking, modern slavery and restrictions on freedom of movements. Work must be conducted on a voluntary basis and should be free from any form of threat or sanction. Work must be paid according to the terms of a clear contract written in the worker's language.

NO CHILD LABOR:

Beaumanoir Group strictly rejects any form of child labour. A child worker is defined as a child who does not reach the legal minimum age for work, that should not be below the age for finishing compulsory schooling.

Beaumanoir Group and its business partners are committed to not recruiting children under the minimum age for working as per ILO Minimum Age Convention, 1973 - No. 138. If local law set the legal minimum age for work higher than the minimum age for working as per ILO, local law shall be followed. The most stringent standard shall always be followed.

HEALTH & SAFETY:

Health and safety of employees is ensured at any time in the workplace. Similarly, business partners and their subcontractors shall provide their employees with a clean, safe and healthy workplace.

CONSUMER HEALTH & PRODUCT SAFETY:

Beaumanoir Group recognizes that respect for Human Rights extends beyond the workplace to include the rights of consumers to safe and healthy products. We are committed to ensuring that the clothing and accessories we place on the market do not

pose risks to human health and comply with applicable product safety and chemical regulations.

This commitment includes the prevention and reduction of hazardous substances in materials and production processes, in line with international standards and regulatory requirements. Beaumanoir Group works with its suppliers and business partners to promote responsible chemical management, product traceability and transparency, and to continuously improve practices that protect consumer health throughout the product life cycle.

NO DISCRIMINATION:

Beaumanoir Group rejects all forms of discrimination and is committed to providing equal opportunities to all its employees, valuing and respecting diversity and cultural differences. Consequently, Beaumanoir Group along with its business partners and subcontractors, shall not engage in discrimination in hiring, compensation, access to training, promotion, termination, or retirement. This includes, but is not limited to, discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, political opinion, or any other personal characteristics protected by applicable law.

NO HARASSMENT

Beaumanoir Group is committed to providing a work environment that is free from all forms of harassment. Harassment of any kind is strictly prohibited, including, but not limited to:

- Sexual harassment
- Psychological harassment
- Moral harassment
- Discriminatory harassment based on race, gender, age, religion, disability, sexual orientation, nationality, or any other protected characteristic

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING:

Beaumanoir Group respects and promotes the rights of employees and supply chain workers to join a trade union, an association, or to collective bargaining. Any remuneration or compensation of any kind to impede this right, or any retaliation against workers or employees choosing to engage or not to engage in such activities is strictly prohibited. In accordance with ILO conventions, where the right to freedom of association and collective bargaining is restricted or forbidden, social dialogue must be promoted.

FAIR WORKING CONDITIONS:

Beaumanoir Group pays wages, overtime and benefits to its employees in accordance with local regulations or collective agreements.

Beaumanoir Group employees' and supplier's employees' working hours are compliant with the law and compulsory overtime is strictly prohibited.

Beaumanoir Group recognizes that fair remuneration is essential to ensuring decent living standards and upholding human rights. Beyond legal compliance, we are committed to progressing toward living wages across our global value chain.

RIGHT TO FREEDOM OF OPINION, INFORMATION AND EXPRESSION

Beaumanoir Group respects and promotes the right to freedom of opinion, information, and expression. We are committed to fostering open dialogue and two-way communication across our organization and with all stakeholders. We value diversity of thought and encourage respectful exchange of ideas, ensuring that all voices can be heard in a safe and inclusive environment.

PRIVACY AND DATA PROTECTION

Beaumanoir Group is committed to protecting personal data and respecting the right to privacy for all individuals we engage with. We apply strict privacy principles—transparency, legitimacy, proportionality, and security—across our operations and ensure compliance with data protection laws such as GDPR. We maintain robust safeguards to prevent unauthorized access or misuse and promote a culture of data responsibility throughout our organization and value chain.

ACCESS TO CLEAN & HEALTHY ENVIRONMENT:

Beaumanoir Group recognizes the fundamental right of every individual to live in a clean, healthy, and sustainable environment. Aware of the impact that climate change and ecosystem degradation can have on human rights, we are committed to integrating environmental considerations into every aspect of our responsible growth strategy. We strive to reduce our ecological footprint, limit greenhouse gas emissions, preserve biodiversity, and promote the sustainable use of natural resources, including water and

soil. Through mitigation and adaptation plans, we work to prevent environmental risks while strengthening the resilience of our operations and those of our partners. At the heart of our environmental transition is a commitment to human rights, ensuring that our transformation is both fair and inclusive across our value chain. This approach reflects our ambition to actively contribute to a more sustainable future for current and future generations.

INDIGENOUS PEOPLES AND LAND RIGHTS:

Beaumanoir Group fully acknowledges the distinct rights of Indigenous Peoples as defined by international frameworks such as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and ILO Convention No. 169. These include the rights to self-determination, land and territory, natural resources, cultural heritage, and traditional knowledge. We are committed to respecting and safeguarding these rights throughout our operations and supply chain. Where our activities may intersect with Indigenous lands or communities, we engage in meaningful consultation and seek Free, Prior and Informed Consent (FPIC) before proceeding. We also support the identification and protection of Indigenous cultural heritage sites and promote fair, transparent processes for remediation or compensation when necessary. This commitment reflects our values of respect, inclusion, and responsibility, and guides our efforts toward a more equitable and sustainable future.

LEGAL COMPLIANCE:

Beaumanoir Group is committed to upholding all applicable Human Rights laws and regulations in the countries where it operates. The implementation of this Human Rights Policy shall not, under any circumstances, result in a violation of local, national, or international laws.

In the event of any discrepancy between the provisions of this policy and the legal requirements of a specific country or jurisdiction, the provision which offers the greater protection for workers should apply. In the event of any actual or potential human rights violation, Beaumanoir Group will implement a remediation plan to immediately protect affected individuals, address root causes, and prevent recurrence, in line with the UN Guiding Principles on Business and Human Rights.

WHISTLEBLOWING PROCEDURE:

If you wish to raise a concern or a potential breach of this Policy, you can use our whistleblowing procedure to contact our Ethics Committee by:

- Dedicated email address: compliance@groupe-beaumanoir.com
- Post:

BEAUMANOIR Group (Ethics Department)

10 impasse du Grand Jardin

ZAC La Moinerie

35418 SAINT-MALO

FRANCE

The Ethic Committee will be responsible for investigating the concern, and remediating it, as appropriate.

Beaumanoir Group does not tolerate any form of retaliation against any person who selflessly and in good faith reports a Human Rights violation.

ROLE & RESPONSIBILITIES:

The successful implementation of this Human Rights Policy relies on the active involvement of all levels of the organization. Responsibilities are defined as follows:

Executive Committee:

- Endorses the Human Rights Policy and ensures its alignment with the Groupe's strategic vision.
- Allocates the necessary resources (human, financial and technical) to achieve Human Rights objectives.
- Reviews progress annually and validates updates to the policy and related action plans.

Employees:

- Apply human rights responsible practices in their daily work, in line with training and internal guidelines.
- Participate in awareness programs and contribute to the achievement of human rights goals.
- Report any human rights risks or non-compliance issues to their managers or to the sustainability teams.

CSR & Sustainable Sourcing teams:

- Coordinate the implementation of the Human Rights Policy across all entities and across our global value chain.

- Support departments & business units in integrating the Human Rights Policy into their operations.
- Monitor performance indicators, ensure regulatory compliance, and prepare internal & external reporting.
- Lead the annual review process
- Ensure appropriate oversight of the Human Rights Policy through regular monitoring of commitments, objectives and action plans, including the follow-up of audits and assessments conducted within the supply chain.

UPDATE & REVIEW:

To ensure its relevance and effectiveness, this Human Rights Policy will be reviewed and updated annually, or more frequently if significant changes occur in the Groupe's operations, regulatory environment or sustainability strategy.

The CSR & Sustainable Sourcing departments are responsible for coordinating the review process, in collaboration with key departments, including, but not limited to, Human Resources, Sourcing, Logistics, Retail and Legal.

Updates will be validated by the Executive Committee and communicated to all entities within Beaumanoir Group.

RELATED POLICIES:

- Supplier & Business partners code of conduct
- Ethic Charter
- Social and environmental Charter
- Environmental Policy