

POLICY SA 8000

INTRODUCTION

CHROMAVIS, in alignment with its vision of being "the most disruptive and responsible beauty creators," is committed to ensuring respect for human rights, workers' dignity, and ethical practices in its operations. Through our adherence to the SA8000 standard, we strive to promote safe, fair, and respectful working conditions, in compliance with the International Labour Organization (ILO) conventions, the Universal Declaration of Human Rights, and other relevant international and local regulations.

1. SCOPE OF APPLICATION

This policy applies to all CHROMAVIS SPA business operations, including subsidiaries, suppliers, contractors, and all supply chain partners. CHROMAVIS monitors and promotes compliance with the SA8000 standard across its value chain.

2. FUNDAMENTAL PRINCIPLES

2.1 Child Labour

CHROMAVIS prohibits the use of child labour, in accordance with ILO Convention. The company implements verification systems to prevent child labour and supports educational programs for the communities where it operates.

2.2 Forced or Compulsory Labour

We do not tolerate any form of forced labour, bonded labour, human trafficking, or modern slavery, as outlined in ILO Conventions. All employees work of their own free will and may terminate their employment in compliance with applicable regulations.

2.3 Health and Safety

CHROMAVIS is committed to providing a safe and healthy working environment in compliance with local regulations in each country of operation, national collective labour agreements, ILO Convention, ISO 45001 standards, and the Occupational Safety and Health Convention. We implement risk prevention programs and ongoing training to ensure the safety of all workers.

2.4 Freedom of Association and Collective Bargaining

We recognize and respect the right of workers to freedom of association and collective bargaining, as established by ILO Conventions. In addition to these international standards, CHROMAVIS ensures compliance with local regulations governing these rights in all countries where we operate. No worker will face discrimination or retaliation for exercising these rights.

CHROMAVIS S.p.A.

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2.5 Discrimination

CHROMAVIS rejects all forms of discrimination based on race, gender, age, religion, sexual orientation, disability, political opinions, or any other personal characteristics. This principle aligns with ILO Convention, the Universal Declaration of Human Rights, the European Convention on Human Rights, and relevant national anti-discrimination laws in the countries where CHROMAVIS operates.

2.6 Disciplinary Practices

The company rejects all kind of corporal punishment, mental or physical coercion, verbal abuse, or any other form of mistreatment. Any disciplinary actions taken comply with applicable local regulations and respect the dignity of the worker.

2.7 Working Hours

CHROMAVIS ensures compliance with working hours as stipulated by national legislation, collective bargaining agreements, and collective contracts. Overtime is voluntary and appropriately compensated.

2.8 Remuneration

We are committed to providing living wages that meet the legal requirements or applicable Collective Bargaining Agreement and industry standards as well as external internationally recognized international benchmark /standard (ex:e.g. Wageindicator), ensuring that all workers can meet their essential needs and those of their families, in accordance with ILO Convention.

3. COMPANY COMMITMENTS

- **Creation of the Social Performance Team:** CHROMAVIS establishes a dedicated Social Performance Team (SPT) to oversee the implementation of the SA8000 standard, ensuring ongoing compliance and continuous improvement.
- **Monitoring and Evaluation:** CHROMAVIS implements a management system to monitor SA8000 compliance and regularly reviews it through internal and external audits.
- **Training and Awareness:** All employees and business partners receive basic training and communication on the principles of the SA8000 standard and their role in ensuring its implementation.
- **Stakeholder Engagement:** CHROMAVIS promotes dialogue with workers, local communities, and stakeholders to continuously improve its practices. We want to be open to any Audit our stakeholders would like to perform.
- **Grievance Mechanisms:** The company maintains a transparent and anonymous system for reporting and managing grievances related to potential violations of the SA8000 standard.

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4. RESPONSIBILITIES AND MANAGEMENT

The CHROMAVIS General Management is responsible for overseeing the implementation of this policy and ensuring compliance with the SA8000 standard. The SA8000 **Social Performance Team** is tasked with ensuring conformity and implementing the necessary measures.

5. POLICY REVIEW

This policy is reviewed annually during the Management Review to ensure its relevance and adequacy in response to regulatory and operational changes.

6. COMMUNICATION

CHROMAVIS ensures that the SA8000 Policy is communicated to all employees, suppliers, and stakeholders and is publicly accessible in Company employee's media channel and website.



Issue Date: January 2025
Signature: Thibaut Guillaume Fraisse
Role: Group Chief Executive Officer

Legal and Normative References

2.1 Child Labour

- **ILO Convention No. 138:** Minimum Age for Admission to Employment and Work.
- **ILO Convention No. 182:** Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

2.2 Forced or Compulsory Labour

- **ILO Convention No. 29:** Forced Labour Convention.
- **ILO Convention No. 105:** Abolition of Forced Labour Convention.
- **Modern Slavery Acts:** Applicable regional regulations

2.3 Health and Safety

- **ILO Convention No. 155:** Occupational Safety and Health Convention.
- **ILO Convention No. 161:** Occupational Health Services Convention.
- **ISO 45001:** International Standard for Occupational Health and Safety Management Systems.
- **Local Regulations:** Workplace safety laws and regulations applicable in France, Italy, Poland, US and Brazil

2.4 Freedom of Association and Collective Bargaining

- **ILO Convention No. 87:** Freedom of Association and Protection of the Right to Organise.
- **ILO Convention No. 98:** Right to Organise and Collective Bargaining Convention.
- **Local Legislation:** National laws ensuring freedom of association in France, Italy, Poland, US and Brazil

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