

Code of Conduct

FOR ARAMIS SUPPLIERS

This code is intended for all Aramis suppliers, national and international, of inputs and raw materials, finished products, printing, laundry, embroidery, carving and services.

A- RAMIS

INDEX

INTRODUCTION	03
OUR PRACTICES	05
ARAMIS PURCHASING COMMITMENTS	06
PRINCIPLES AND REQUIREMENTS	07
LEGAL AND TECHNICAL COMPLIANCE	07
ETHICS AND TRANSPARENCY	07
FIGHT AGAINST CORRUPTION	08
PEOPLE	09
ENVIRONMENT	15
COMPLAINTS AND WHISTLEBLOWING CHANNELS	19
TERM OF ACKNOWLEDGMENT AND AGREEMENT	21

INTRODUCTION

Aramis' purpose is to drive people and transform stories, and this extends to our entire value chain, within which our suppliers are strategic and fundamental partners for us. Aramis' work is based on full compliance with Brazilian national legislation, as well as its code of ethics and internal conduct, good compliance and transparency practices. Thus, this code is applicable to 100% of Aramis' suppliers (national and international), and seeks to ensure minimum performance standards expected of our suppliers, of any kind of products/services. As part of our commitment at Aramis, we seek to ensure that the performance of our suppliers is compatible with our vision, objectives and way of doing business.

We live in times of persistent social challenges and unprecedented environmental crisis, in which we are all responsible for the impacts caused, but also for the solutions to be created. Hence the importance of Aramis extending its sustainability practices to suppliers, ensuring that, in addition to quality, our products are produced responsibly. In line with this commitment, since 2019 we have been signatories to the ABVTEX Program, which guarantees that 100% of our national suppliers are approved by the Program, dedicated to promoting decent work in the fashion supply chain.

The content of this document is based on applicable legislation and international commitments/initiatives* and has a complaints and denunciations mechanism so that our stakeholders can collaborate in maintaining a responsible chain. We also address some good practices that we expect from suppliers and/or suggest for the

improvement of their responsible management. All suppliers are selected based on the principles defined herein and must agree to the terms provided for maintaining negotiations with Aramis. In addition, it is crucial that our suppliers disseminate this code internally and to their subcontractors.

**This supplier code is based on legislation applicable to each supplier's place of origin and operations, and is inspired by international standards such as ILO Guidelines and Conventions, Ethical Trading Base Code, The Zero Discharge of Hazardous Chemicals (ZDHC) Programme, Universal Declaration of Human Rights, among other human rights and environmental protection guidelines.*

OUR PRACTICES

We are committed to acting responsibly, ethically, transparently and with respect for the environment and people, ensuring business continuity and sustainability throughout the value chain.

OUR ATTITUDES

- RESPECT** – We value plurality, our relationships are humanized and ethical. We respect each other, regardless of who we are.
- COLLABORATION** – Always connected and taking care of each other, we solve complex problems with lightness and intelligence.
- PROTAGONISM** – We see great opportunities in challenges. We act with responsibility and autonomy to delight our customers and exceed expectations.
- BELONGING** – We are passionate about what we do. We are proud of our brand and our community.

ARAMIS PURCHASING COMMITMENTS

The Aramis Purchasing department operates in accordance with the following commitments:

- Selection and contracting of commercially reputable suppliers who are certified by the ABVTEX Program (Aramis may request supporting documentation throughout the partnership).
- Negotiation and maintenance of contracts in an ethical, fair and transparent manner, guaranteeing competitive prices that cover production costs and responsible conduct, in accordance with social, human rights and environmental criteria (according to contractual clauses).
- Adoption of fair practices in negotiations and payments, as provided in the contract, including clauses on the responsibilities of the contracting party and the contractor.
- Our teams are constantly oriented to deal and negotiate with suppliers respecting the interlocutor and the above conditions.
- Maintenance of a whistleblower channel to identify cases of social and environmental non-compliance.
- All contractual termination conditions, on both parties, are described in the contracts and address conditions that seek the least harm to the parties.

By adopting such standards of conduct and negotiation conditions with suppliers, we seek to positively impact our chain, disseminating good practices.

PRINCIPLES AND REQUIREMENTS

LEGAL AND TECHNICAL COMPLIANCE

All Aramis suppliers must comply with the legislation applicable to their location (municipal, state and federal), as well as any other applicable technical standards and requirements. Regarding the scope of this code, for any labor, tax, financial and/or socio-environmental obligations, suppliers must always consider the legislation in force.

The technical quality standards of the inputs and products negotiated with Aramis must also be observed (See the Manual “GUIDANCE FOR ARAMIS SUPPLIERS”), ensuring compliance with the standards as per previous negotiation. Failure to meet the requirements may result in returns, renegotiations and reassessment of the partnership.

ETHICS AND TRANSPARENCY

Aramis suppliers must guarantee an ethical performance in the relationship with all their stakeholders, including their employees.

All transactions and information reporting must be carried out with transparency and traceability, ensuring the veracity of the information. In the event of restrictions on the disclosure of certain information, confidentiality must be guaranteed. All communications must comply with the General Data Protection Law (Brazilian Law) and respect the rights of image, people and brands.

The products developed by Aramis must have their property rights respected, and the reproduction and/or commercialization of copies is prohibited. For products developed by suppliers, monitoring of copyright is your responsibility.

FIGHT AGAINST CORRUPTION

All Aramis suppliers must comply with the applicable legislation (Brazilian Anti-Corruption Law 12.846/13) and act in order to combat corruption, money laundering, bribery and favoritism in any way.

Aramis values good professional and market practices, acting for respectful competition, so it repudiates any illicit practices to obtain information and/or advantages. Commercial transactions involving relationships with family members are not accepted.

In the relationship with Aramis and with other interested parties, it is not allowed to offer and/or accept bribes and payments for facilitation of any nature. Aramis professionals are prohibited from asking or demanding gifts and gifts from third parties, under any circumstances. In addition, no professional transaction should be linked or implied to be dependent on any gifts and/or gifts. It is also forbidden for our employees to accept or give gifts.

In cases where gifts are offered, they must be made on an institutional basis (with stamped logo), in the maximum amount of R\$ 100.00, not representing any influence on

the decision of the interested party of Aramis, the conditions must be in accordance with in accordance with this code of ethics and, if the gift(s) are outside the above specifications, they must be evaluated by the Inspiration team which, according to the internal code of conduct, will draw the gift/gift.

Any invitations to participate in events (of any nature) must be made on an institutional basis and in line with our code of conduct. When received, they will be evaluated by the leadership seeking to ensure that they do not represent any reputational risks to Aramis and our professionals. Any visiting and travel expenses must be approved by the immediate leader and evidence presented as accountability.

By adopting such standards of conduct and conditions of dealing with suppliers, we seek to positively impact our chain, disseminating good practices.

PEOPLE

Human rights and non-discrimination

Aramis acts in a way that respects human rights and guarantees this practice throughout its chain. Therefore, we require our suppliers to prevent any discriminatory practices (in relation to any personal characteristics such as race, religion, diseases, sexual orientation, age, social class, ethnicity, nationality, political and union affiliations) and to operate with workers who are older 16 years of age (or older, when required by local legislation), respecting the legal requirements for the education of these workers.

Aramis prohibits any type of exploitation of labor in its chain, including practices similar to slavery and the exploitation of child labor.

Our suppliers must also ensure that all local labor laws are followed and all work is done on a voluntary basis, prohibiting any practices of forced and/or slavery-like labor and preventing any documents and/or wages from being seized. The selection processes must have processes that curb any type of discrimination and ensure that any costs of the process are borne by the employer*. The supplier must also ensure that local legislation** is also complied with for foreign, migrant and refugee labor, guaranteeing the necessary documentation and fees, as well as equal treatment for contractors, preventing any type of discrimination and/or different treatment.

**Employer Pays Principle, from the Institute for Human Rights and Business.*
***In Brazil, the law in force is Law No. 13,445, of May 24, 2017.*

Check here the UNHCR (UN Refugee Agency) Guide to Hiring Refugees and Asylum Seekers and the Practical Guide for Businesses: How to Exercise Social Responsibility in Hiring Migrants and Refugees, from the Ethos Institute and the NGO World Vision.

It is also expected that our suppliers prevent any situations where there is a lack of respect, bullying, harassment, physical, psychological and verbal abuse, violence and punishment, applying disciplinary procedures that do not harm the physical

Health and safety at work

The workplace provided by our suppliers must comply with local legislation*, and must be clean, with access to potable water and a sanitary system, illuminated, with sufficient ventilation and temperature and equipped with the appropriate signs and safety equipment to ensure the safety of workers and the necessary care in emergency situations. In the case of the provision of dormitories, the same basic conditions must be ensured to workers, guaranteeing facilities for personal hygiene and rest.

We recommend that our suppliers adopt practices consistent with the International Labor Organization (ILO) Code of Practice on Safety and Health in the Textile, Apparel, Leather and Footwear Industries, maintaining documentation and controls for:

- Health and safety management (policies, procedures, controls, equipment, committees)
- Mapping of hazards and risks (physical, biological, chemical, ergonomic and accidental)
- Implementation of preventive and protective measures
- Emergency preparedness

Additionally, these workers must have access to regular health and safety training, such as accident prevention, emergency/fire training, handling of chemical substances, use of machinery and equipment, among others.

Suppliers must comply with all legal and technical health and safety requirements, keeping records of hazard and risk assessments, safety plans, worker health data, product and equipment safety data, as well as protective equipment data. (EPIs) distributed and training carried out.

**In Brazil, the main references are Regulatory Norms 21 (Works in the open) and 24 (Sanitary and Comfort Conditions in Workplaces)*

Working hours and other conditions

Aramis suppliers must guarantee their workers all their rights and the employment contracts must observe all information about the negotiated working conditions, payments and deductions (only deductions provided by law must be allowed). Such information must be presented in a clear and understandable way to the worker. Suppliers that have not yet initiated their pay equity efforts are also expected to do so and report on their progress.

The working day must have hours defined in the contract and in accordance with local legislation. Overtime hours must not exceed the amount permitted by law and must be voluntary, and the employer cannot oblige the worker to work overtime. When the employee works overtime, they must be properly remunerated. The weekly working hours must be respected in order to guarantee breaks throughout the day and the week, in addition to regular vacations, parental leave (maternity leave, paternity leave and adoption leave)* and medical leave and work stoppages on public holidays, all in

accordance with legislation determines. Discounts and payments for days off, vacations (According to brazilian consolidation of labor laws (CLT), employees are, after 12 months of the contract term, entitled to paid rest) and holiday amendments must also comply with applicable local legislation. We suggest that, in order to better comply with legislation and guarantee labor rights, our suppliers rely on the support of people and payment management software.

*Currently, according to Brazilian law, maternity leave is 120 days and paternity leave is 5 days. Adoption leave guarantees the same period of 120 days of leave for women responsible for young people up to 18 years of age

WE WANT TO INSPIRE OUR SUPPLIERS TO GO BEYOND COMPLYING WITH LEGAL REQUIREMENTS, SO LET'S TELL YOU HOW WE DO IT HERE AT ARAMIS.

As for working from home, we understand that this can be an opportunity for many professionals, especially mothers who need to balance their professional and personal lives. However, we know the risks that this modality carries from the point of view of working conditions, safety, respect for schedules. To avoid these risks, we recommend that our suppliers become aware of the presence of this type of work throughout their chain and seek to guarantee responsible working conditions for everyone.

Our suppliers must ensure the payment of due remuneration, benefits and workers' rights in accordance with the legislation and with the minimum amounts established therein, so that these payments are, at least, sufficient to meet their basic needs.

It is also expected that our suppliers seek equal pay among their employees.

The topics mentioned above must be made known to employees through contracts and terms of employment that also include notice, dismissal and disciplinary actions. All these aspects must be clearly described in contracts and communications to employees. In addition, records must be kept in all cases.

Association rights

Our suppliers are expected to guarantee their employees' rights of association, union participation and organization. The relationship with representative employees must be open and transparent, without any type of retaliation and in a way that allows them to join unions and negotiate collectively, according to their choice and will**.

**For countries where this freedom of association and collective bargaining is not permitted by law, suppliers are expected to identify other ways that allow workers to be represented and to bargain.

Subcontracting

For Aramis, the use of subcontracted labor is permitted as long as the applicable legal requirements and all the principles and requirements described in this code of conduct are respected. It is expected that, in addition to respecting legal requirements and human rights, suppliers working with subcontractors are expected to train and communicate with them on all their policies, practices and controls, as well as on this code.

Relationship with the community

Aramis suppliers are expected to maintain a good relationship with the surrounding community, identifying their potential impacts and mitigating them so as not to harm the environmental and social conditions of the region where they are present.

Some important forms of relationship with the community include spaces for exchanges, contact channels, reports and information disclosure in a transparent manner.

ENVIRONMENT

-Legal compliance

Aramis acts respecting the applicable environmental legislation and seeking to reduce its actual and potential negative impacts on the environment. We expect our suppliers to follow the same proactive approach regarding all legislation applicable to the

subject, which must be complied with, as well as all licenses, documentation and controls must be up to date. If necessary, Aramis will work together with suppliers in the search for better references to solutions that reduce environmental impacts.

Management of environmental aspects and impacts

Aramis expects its suppliers to have environmental management systems that assess their actual and potential aspects and impacts, as well as create mechanisms for their mitigation and control, in addition to managing legal compliance. We support and expect our suppliers to manage their impacts and seek best practices and solutions in:

Water and energy consumption

- Suppliers must seek measures that, in principle, minimize the use of water and, when it is not possible to reduce use, that adopt practices and systems for the treatment and reuse of the resource.
- Suppliers must seek measures that contribute to the energy efficiency of equipment and facilities, as well as favoring renewable sources of energy
- It is expected that resource consumption will be constantly monitored so that reduction targets can be established.

Greenhouse gas emissions

- Aramis annually publishes its inventory of greenhouse gas emissions (scopes 1 and 2) and encourages its suppliers to join forces and carry out their inventories, making the information publicly available, so that together we can achieve considerable levels of reduction.
- Suppliers must use technology and new processes that minimize the emission of greenhouse gases in production
 - Suppliers must make efforts to map their emissions and establish science-compatible reduction targets.

Destination of waste and effluents

- Suppliers must develop processes and products that minimize the generation of waste (classes I and II) and, if greater reductions are not possible, prioritize the reuse or recycling of waste before final disposal.
- If it is not possible to reuse waste (in internal processes or sending it for recycling), suppliers must ensure the proper disposal of this waste, prioritizing the decision for the destination with the lowest impact and with legally authorized partners
- For textile waste, we expect our suppliers to de-characterize any samples, fabric scraps and/or defective products with Aramis elements prior to reuse and/or recycling. If it is not possible to proceed with the destinations described above, the supplier must choose the final destination with the lowest impact and with legally authorized partners.
- Suppliers must seek to adopt the best practices for effluent disposal, ensuring that there is no illegal discharge of effluents and that all effluents generated are treated and comply with the quality requirements established by law and/or with the Water Guidelines Waste from ZDHC, whichever represents the greatest requirement. This applies to our entire chain, including products used in the cultivation of fibers (fertilizers and pesticides), in fabric factories (dyes and other chemicals), in the washing and printing processes, even products used in the cutting and sewing phases.

Biodiversity protection and conservation

- Suppliers must adopt practices and decisions that do not contribute to the loss of biodiversity, whether through deforestation, pollution or the exploitation of species of flora and fauna (terrestrial and aquatic).
- When working with animal products, our suppliers are expected to comply with applicable legislation, adopt practices that respect animals throughout the breeding and slaughtering process, and ensure the preservation of all species, especially endangered ones. We provide in annexes 1 and 2 two guiding documents on the rights of animals and endangered species:
 - IUCN Red List
 - Five freedoms: declaration of animal rights, created by the Animal Welfare Council in 1979, which guides good practices and laws related to this subject

Use of chemicals and other materials

- Suppliers must seek the raw materials extracted with the lowest socio-environmental impacts.
- Suppliers must seek technological and process innovations in the search for production with the least possible environmental impact.
- The use of chemical substances must comply with the best practices and the Manufacturing Restricted Substances List (MRSL) in textiles of the ZDHC (Version 2.0), same list used by Aramis. [Click here to access our list.](#)
- The greatest possible use of the materials used should be sought.

Monitoring and Control

This code is a complementary document to the contract with suppliers*, which contains specific clauses for the protection of the environment, prohibition of slave labor, prohibition of discriminatory acts, anti-corruption, prohibition of child labor, among others, so we demand the self-declaration of science and compliance with the code (item 4) for all suppliers, in addition to the ABVTEX seal for tier 1 suppliers (finished product suppliers) and tier 2 suppliers (embroidery, carving, stamping and laundry suppliers). The declaration of awareness will be collected annually and will not be accompanied by an audit. Even declaring knowledge, all suppliers are subject to submit labor and tax Clearance Certificates (CND) if Aramis deems it necessary.

In the event of identification and/or reporting of non-compliance with any of the items described here, the situation will be evaluated together with the supplier and can be dealt with in the following ways

- unfounded
- valid for legal requirement
- from good practice

If the case is valid and it is a legal requirement, business with Aramis may be terminated, following all agreed contractual clauses. If the case is valid and refers to a good practice, Aramis will accompany the supplier with guidelines for improvement/adequacy of practices (guidelines for obtaining the ABVTEX seal), in order to raise the standards within our chain, as well as maintain the supply negotiations with Aramis

Complaints and whistleblowing channels

Any violations regarding this code can be forwarded to:

- Specific purchasing channel through which reports and complaints can be forwarded, without the need for identification, to: comprar@aramisinc.com.br. Upon receiving a report/complaint, a placement will be sent within 48 hours.
- SAC Aramis, available to all stakeholders, in which compliments, complaints and complaints are recorded by the Aramis team, which may or may not be anonymous.

The contact channels with the SAC are:

- Email: atendimento@aramisinc.com.br
- WhatsApp: (11) 96334-1151
- Via phone: (11) 2853-0654

When a customer requests simple or “immediate” information, the 1st level SAC has the possibility to consult tools and assist the customer in the first contact (closed in up to 48 hours). As for the cases that depend on other teams and that generate follow-up for other sectors. The integration of the service is done through “attribution via e-mail” and it is up to the responsible sector to respond to this request to continue the treatment and finalization of the protocol (closed in 5 to 7 days). The SLA term is informed to the customer and monitored by the SAC until its completion.

TERM OF ACKNOWLEDGMENT AND AGREEMENT

I, _____ , bearer of ID
No. _____ , representative of the company _____
_____, Registration nº _____ ,

declare that I know and accept the principles and requirements described in this
code of conduct for Aramis suppliers. As Aramis suppliers, we are committed to
ensuring compliance with all applicable legislation as well as the search for best
governance, human rights and environmental practices, and full integration of the
principles of this code into our conduct. In addition, we are committed to the
dissemination of this code to all interested parties that exert some influence in this
chain.

We are aware that the acceptance of this does not oblige any relationship with
Aramis and does not guarantee its maintenance if any non-compliance is identified.

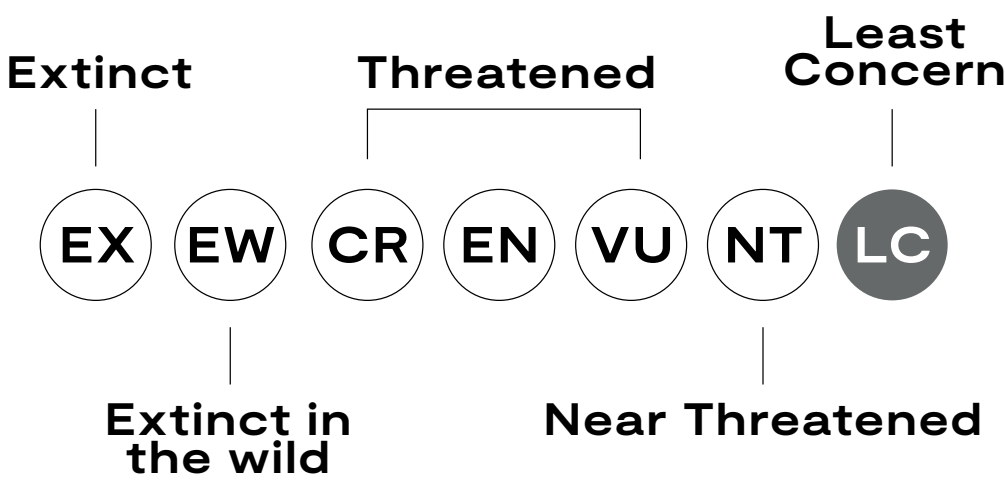
Code receipt date:
Code acceptance date:

Signature

ANNEX 1

IUCN Red List (International Union for the Conservation of Nature and Natural Resources): is a global inventory on the conservation of species of fauna and flora.

Classification Criteria



- LC = Least concern
- NT = Near threat
- VU = Vulnerable
- EN = Endangered
- CR = Critically Endangered
- EW = Extinct in the wild
- EX = Extinct

For more than 40,000 endangered species, visit the IUCN website:

<https://www.iucnredlist.org/>

ANNEX 2

According to the World Organization for Animal Health (OIE), Animal welfare is an indication of how an animal copes with the conditions in which it lives. It can be said that an animal is in a good state of well-being if, by scientific means, it is verified that it is healthy, without suffering (pain, fear, among others), comfortable, well nourished and safe.

Among the principles used internationally to guarantee the well-being of animals are the “Five Freedoms”, which observe conditions of health and nutrition, environment and behavior:

- Being free from hunger and thirst
- Be free from discomfort
- To be free from pain, injury and illness
- Have freedom to express the natural behaviors of the species
- Being free from fear and stress

For further recommendations for animal welfare, the Coordination of Good Practices and Animal Welfare of the Ministry of Agriculture, Livestock and Supply organized the document “Introduction to recommendations for animal welfare”, available at:

<https://www.gov.br/agricultura/pt-br/assuntos/producao-animal/arquivos/Introducaoarecomendaessobrebemestaranimal.pdf>

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