

DECATHLON

SUSTAINABILITY

***DECATHLON CODE
OF CONDUCT FOR
SUPPLIERS***

GLOBAL FRAMEWORK

In Decathlon, our purpose is to make the sport accessible to the many. Decathlon Group 's commitment is to do so respecting our values of Responsibility & Vitality, and promoting sustainable development in all its activities.

Therefore Decathlon Group is adhering to the Universal Declaration of Human Rights, to the International Labour Organisation's Declaration on Fundamental Principles and Right at Work, the UN Guiding Principles on Business and Human Right, and to OECD standards and principles for responsible business conduct.

Consistent with these values and principles, Decathlon Group is committed to observing and ensuring their application through Decathlon Group Code of Conduct at its suppliers.

This Code of conduct defines the minimum standards of fair, safe and healthy working conditions, environmental management, responsible materials, and corruption.

It is the supplier's responsibility to achieve and maintain these standards and to enforce these standards within its own supply chain.

Doing so, Decathlon Group code of conduct is a supplier management tool to ensure compliance, to make suppliers improve their organisation beyond compliance , and reach positive impact on People and Planet.

LEGAL COMPLIANCE

As a starting point, Decathlon Group suppliers must comply fully with all applicable laws regulations and general principles related to environment, labour, safety, and human rights, where the production site for Decathlon products is located. Suppliers are responsible for understanding these laws, their evolution and applying them accordingly.

Should any confusion or discrepancy raise between provisions of local, national or regional laws, and the Code of Conduct, the position of Decathlon Group is to apply the most stringent one.

TRANSPARENCY

To ensure a reliable and continuous monitoring of the Local Law, principles and Code of conduct implementation, Decathlon Group is expecting from its suppliers to be transparent on their organisation, management system and to share all the datas related to sustainable development, upon request or during announced/unannounced visits or assessments by Decathlon team or any other party mandated by Decathlon Group.

Suppliers are also required to inform Decathlon Group prior to any change of production site, declare this new production site through a written note and follow the opening procedure for this new site including the implementation of our Code of Conduct

HUMAN RIGHTS

Child Labor: Decathlon suppliers must ensure they do not employ, directly or indirectly, any child under 15, and that they are implementing all the means to prevent it.

Young workers:

Between 15 and 18, young workers must not perform work which, by its form or its circumstances, is likely to compromise their health, safety or moral integrity.

Forced Labour/Modern Slavery:

Labour in Decathlon suppliers must be voluntary, and workers must be free to leave the workplace after completing their standard working hours, or to leave the company respecting legal and reasonable notice.

Any direct or indirect:

- Bonded labour[D2] :physically or morally bonded through loans, deposits or illegal fees
 - Forced labour : prison labour, forced labour under punishment or personal document confiscation threat
 - Human trafficking
- are totally forbidden.

Contracted labor can't be abused and any practice to facilitate or contribute forced labour is prohibited.

Freedom of association:

Decathlon Suppliers must respect the right of the workers for freedom of association and collective bargaining. They should not prevent or discriminate any worker to involve in any association.

Workers representatives or unionized workers are not discriminated and can carry out their functions in the workplace

HUMAN RIGHTS

Discrimination:

Decathlon Suppliers must not resort or allow discrimination in hiring, compensation, access to training, promotion, benefits, termination or retirement on the basis of race, religion, beliefs, gender, marital or maternal status, age, political involvement, national origin, disability, sexual orientation, or any other basis.

Disciplinary Practises:

Decathlon Suppliers must treat their workers with respect and dignity. Any form of behaviour, including gesture, language and physical contact, that is sexually coercive, threatening, abusive, insulting is totally forbidden. Disciplinary practices must be written, understandable and communicated to the workers.

Working Hours:

Decathlon Suppliers must not require their workers to work more than 60 hours per week including overtime, and no more than 14 hours a day including overtime or the local legal requirement, whichever is less. Overtime must be exceptional and on a voluntary basis and workers must be allowed at least 24 consecutive hours rest after every 6 days working period.

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HUMAN RIGHTS

Living Wage:

Decathlon Suppliers must pay workers a fair wage and benefits that meets basic needs and that is no lower than the minimum national level, industry level or collective bargaining one.

The wage payment must be done directly to the workers, regularly and on time and any deduction from salary as a disciplinary practice is forbidden. It must also take into account benefits such as paid leave, insurance, bonus etc.

The compensation system, salary, benefits, bonus, must be clear, communicated and understandable for workers

HR:

Decathlon Group encourages its suppliers to implement a clear HR organization to ensure recruitment, convenient trainings, personal development and promotion in the company for the workers.

Grievance mechanism:

Decathlon Suppliers must ensure they have internal mechanism, where workers can report about any unconformity, grievance or industrial dispute. HR department needs to take into account those grievances and implement a reliable and sustainable action plan for better communication and operations.

HEALTH & SAFETY

Building and Workplace Safety:

Decathlon Suppliers are responsible to offer a safe and healthy environment for the workers.

They must ensure the building safety of the site, respect all the local regulatory obligations and controls/maintenance related to building.

Any change or modification of the building must be subject to control and authorization as per local law.

Fire Safety:

Fire safety must be ensured by means, trainings and organization adapted to the risks, to prevent, fight the fire, and evacuate quickly, safely and effectively all people present on the site at anytime.

Industrial Safety:

Linked to the risk analysis of the factory, its activity and location, supplier must put in place means to make equipments, machines and workstations safe.

These protection means including personal protective equipments need to be available and used in efficient way.

HEALTH & SAFETY

Healthy working environment:

All facilities, must be safe, clean, well ventilated, and must have the appropriate lighting and acceptable temperature, in line with local laws. Factories must also attempt to reduce the noise and provide protection where the noise remains higher than 85dB.

These facilities include but are not limited to, workshops, offices, warehouses, toilets, wash basins, showers, canteen, break rooms.

Dormitories:

Decathlon Suppliers must ensure that dormitories are safe, clean and meet the basic needs of the personal. They can be freely accesses at any time.

CHEMICALS

Decathlon Suppliers must protect human health of workers, final consumers, the environment and communities living around their sites by complying with regulation requirements and Decathlon Group Specifications on topics such as chemicals use and products innocuity[D3]

They use all available information, such as Safety Data Sheet, and adopt continuous improvement measures all along their supply chain to avoid and reduce the use of hazardous substances by substituting them or by using best available technologies.

ENVIRONMENT

Decathlon Group expects from its suppliers to protect people and planet. Therefore Decathlon suppliers must comply with regulation requirements and Decathlon Group specifications on topics such as water, soil and air pollution prevention.

Decathlon suppliers should also adopt continuous improvement measures to balance their negative impacts on the environment by acting on resources efficiency, including energy, water and materials use.

RESPONSIBLE MATERIALS

Decathlon Group expects from its suppliers they will not knowingly source materials such as Cotton, Wool, Down, Leather and Timber from any country or origin that is threatening human rights, people's safety, environment, biodiversity or animal welfare.

Decathlon suppliers must communicate Decathlon Group concern down their own supply chain and ensure its application.

Decathlon suppliers declare being aware of Decathlon Group statements, available through Decathlon corporate website "Responsible Materials Statements", and undertake to follow any update, these statements evolving according to Decathlon Group activity and External stakes.

CORRUPTION

Decathlon Group has a zero tolerance policy on bribery and corruption. Decathlon Group does not tolerate bribery in any form, active or passive, and is determined to ensure that the objectives of worldwide anti corruption struggle are fulfilled by its employees, business partners, suppliers and any third party operating directly or indirectly in Decathlon Group activities.

MANAGEMENT & COMMUNICATION

Decathlon suppliers have to appoint a qualified management representative to be responsible on communicating this code of conduct to all its employees, ensuring its implementation through the management system, the trainings and the daily actions and operations.

Decathlon supplier should encourage continuous improvement mindset at every level of the factory, for concrete application of the code of conduct.