

ETHICS CHARTER

and

RESPONSIBLE PROCUREMENT POLICY

This policy reaffirms TAG HEUER's commitment to respect human rights, not to contribute to the financing of conflict and to comply with all applicable United Nations sanctions, resolutions and laws. It also affirms its commitment to ethical, social and environmental responsibility.

TAG HEUER is a member of the Responsible Jewellery Council (RJC). As such, we are committed to proving, through independent third-party verification, that we:

- a. Respect human rights in accordance with the guiding principles of the United Nations and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, including applicable legislation on disciplinary procedures. In particular, we strongly reject and condemn child labour, forced labour, concealed or clandestine labour, as well as trafficking in persons, and any form of discrimination, harassment or violence at work. We will terminate any relationship with the relevant stakeholder in the event of a breach of these provisions.
- b. Do not participate in or tolerate any form of money laundering or terrorist financing.
- c. Support transparency of payments from rights-compliant governments and security forces in the extractive industries.
- d. Put the safety of people before the safety of property
- e. Refuse and strongly condemn all forms or attempts at corruption and facilitation payments in any form whatsoever → and are committed to supporting employees who may come up against any attempt at corruption
- f. Allow stakeholders to express, anonymously and without fear of reprisal, concerns about possible workplace abuse, human rights abuses, corruption, or the jewellery supply chain. To this end, we have set up and are making available to the parties concerned a complaints procedure, which can be obtained on request by writing to : grievances@tagheuer.com
- g. Implement the OECD's five-step framework for risk-based due diligence regarding the supply chain of minerals sourced from areas of conflict or high-risk areas :

We are also committed to using our influence to prevent possible abuse by other parties.

- h. Are committed to respecting and promoting compliance with the KIMBERLEY PROCESS scheme for buying and selling diamonds.
- i. Adopt an environmentally responsible attitude and practices in order to manage our impact on the environment.

➤ With regard to serious harm during the extraction, transport or trade of minerals:

We will not in any way tolerate, assist, facilitate, benefit from or contribute to the commission of any of the following acts:

- torture or cruel, inhuman and degrading treatment;
- forced or compulsory labour;
- the worst forms of child labour ;

- human rights violations and abuses;

- war crimes, or other gross violations of international humanitarian law, crimes against humanity or genocide.

We will cease all relationships with upstream suppliers where we identify a risk that reasonably indicates that they are engaging in, sourcing from or associated with third parties who are committing these serious abuses.

➤ With regard to direct or indirect support to non-state armed groups:

We will not tolerate any direct or indirect support to non-state armed groups or their affiliated entities - including through the supply of gold, diamonds or gemstones, the payment of money, or the provision of logistical, material or other assistance - illegally engaged in the following activities:

a. Illegal control of mining sites or transport routes, mineral trading points and upstream actors in the supply chain.

b. Illegal taxation or extortion of money from gold, diamonds or gemstones at mine sites, transportation routes or points of trading in gold, silver and precious metals from the platinum mine, diamonds or gemstones, or against intermediaries, exporting companies or international traders.

We will cease all relationships with upstream suppliers immediately where we identify a risk that reasonably indicates that they are, sourcing from or associated with third parties supporting, either directly or indirectly, non-state armed groups such as those referred to above.

➤ With regard to public or private security forces:

We affirm that the role of public or private security forces is to ensure the safety of workers, installations, equipment and property in accordance with the rule of law, including legislation guaranteeing human rights. We will not provide any direct or indirect support to public or private security forces that commit the offences described or act unlawfully as described in the paragraphs above.

➤ With regard to corruption and false statements regarding the origin of gold, silver, precious metals from the platinum mine, diamonds and gemstones:

We will refrain from offering, promising or giving bribes and will resist solicitations for bribes for the purposes of concealing or disguising the origin of gold, silver, platinum mine precious metals, diamonds and gemstones

misrepresent taxes, duties and royalties paid to governments for the extraction, trade, processing, transportation and export of gold, silver, platinum mine precious metals, diamonds and gemstones

➤ With regard to money laundering:

We will support efforts to help eliminate money laundering in scenarios where we identify a reasonable risk of money laundering arising from, or in connection with, the extraction, trade, processing, transportation and export of gold, silver, platinum mine precious metals, diamonds and gemstones.

La Chaux-de-Fonds, 17 July 2023

Signatures

Nicolas Boudin, CFO


Guillaume Boilot, VP-Opérations

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