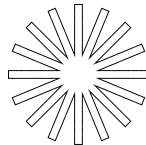
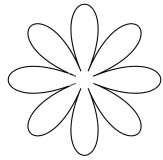
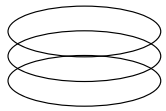
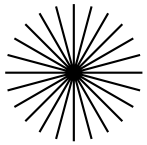




# CODE OF ETHICS

## HOME<sub>HERITAGE</sub>



# A word from the President

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Since it was founded in 1937, Dodo has built its business on the values of simplicity, creativity, agility and dedication, putting respect for people and a desire to protect French manufacturing at the heart of its strategy.

Today, **Home Heritage** is keeping these commitments alive by way of its Corporate Social Responsibility (CSR) strategy. Within this framework of continuous improvement, we decided to draw up a Code of Ethics that perfectly reflects our values.

We must continue to be guided by the fundamental principles of integrity, ethics, loyalty, respect for individuals, and anti-corruption.

Our Code of Ethics expresses our collective commitment to defining, respecting and enforcing the rules of good conduct. A shared code also plays a key role in ensuring that our activities are sustainable. Employees, suppliers, partners: we are counting on you to apply its principles on a daily basis!

**Didier Hannaux,**  
Président de Home Heritage

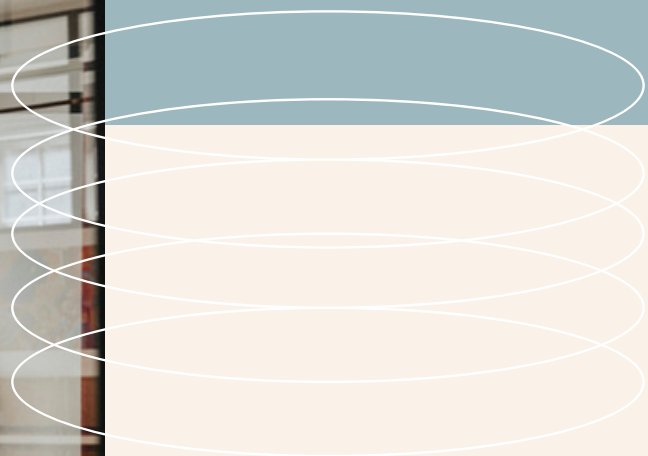


# PRINCIPLES OF THE CODE

This Code is a reference document created to complement the values of the Home Heritage and is fully in line with its CSR (Corporate Social Responsibility) strategy.

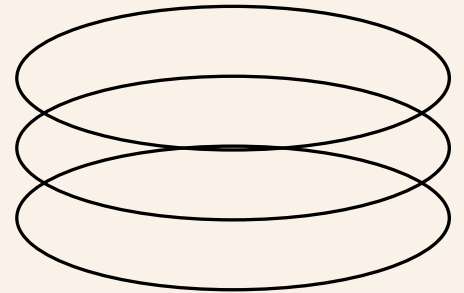
It serves to clarify the Group's commitments to its stakeholders. It is the counterpart to the Code of Good Conduct for each of the Group's companies, which lays out the principles with which employees must comply.

Beyond the legal framework, the Code of Ethics forms the fundamental basis for the Group's principles and must be respected without fail. As a behavioural reference and daily decision-making aid, it calls on leaders and managers to embody the principles contained therein and serve as examples. Working alongside their teams, they must implement good practices by way of concrete actions.



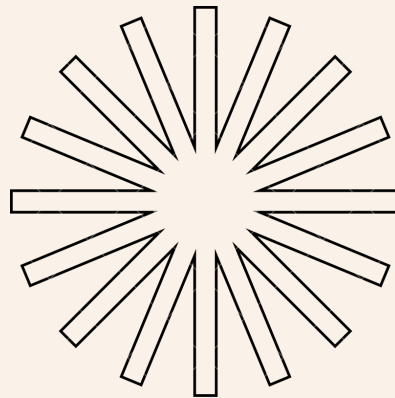
# SUMMARY

Home Heritage is committed to:



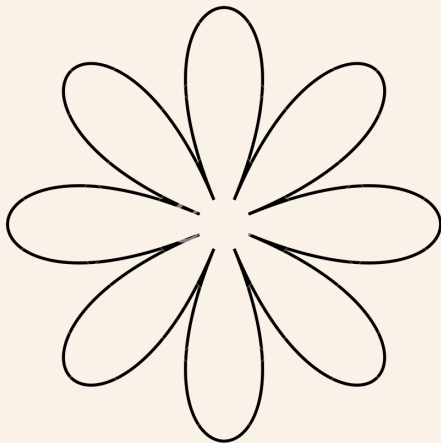
**1**

fair practices with  
its stakeholders



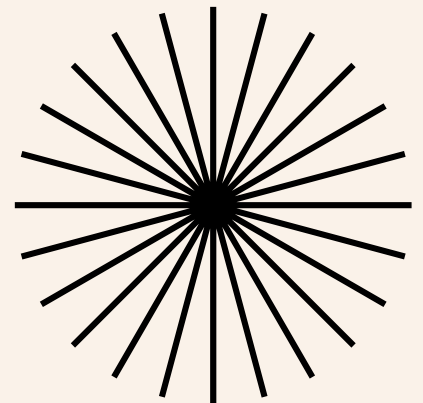
**2**

its  
employees



**3**

the environment



**4**

its  
consumers

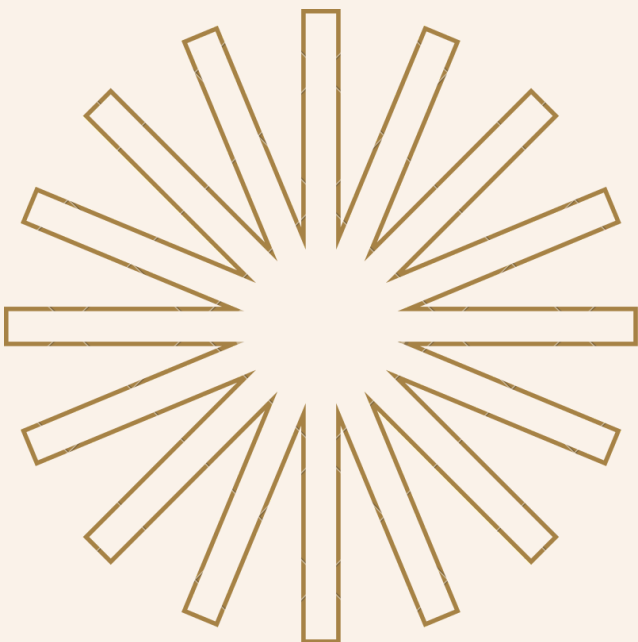


**5**

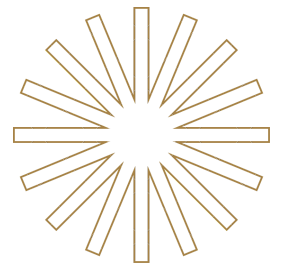
its customers  
and suppliers

**HOME HERITAGE IS  
COMMITTED TO FAIR  
PRACTICES IN ITS  
RELATIONSHIPS WITH  
ITS STAKEHOLDERS**

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# 01. RESPECT FOR PRIVACY, PERSONAL DATA AND CONFIDENTIALITY

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Home Heritage is concerned about protecting the privacy and personal data of its employees, customers and consumers.

Home Heritage undertakes to respect the confidentiality and security of the confidential information received from its employees and stakeholders, and not to distort its purpose by appropriating it or making it available to third parties.

Specifically, Home Heritage undertakes to make its best efforts to ensure compliance with the General Data Protection Regulation (GDPR) 2016/679 of 27 April 2016.

Similarly, Home Heritage undertakes, by way of its employees, to ensure that confidential information relating to its business partners and external stakeholders is protected from disclosure in any form.



## 02.

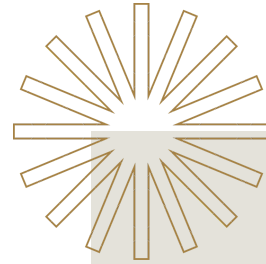
# FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING

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Home Heritage prohibits and strongly condemns any form of corruption or influence peddling with regard to its employees and partners (suppliers, customers).

To this end, Home Heritage has developed an anti-corruption compliance programme, which includes tools to identify corruption risks, a code of good conduct, an alert system, and a training programme for its employees.

Any attempt to bribe an employee of a Home Heritage company by a supplier shall result in that supplier being automatically and permanently banned from any commercial relationships.



## 03.

# GIFTS AND INVITATIONS

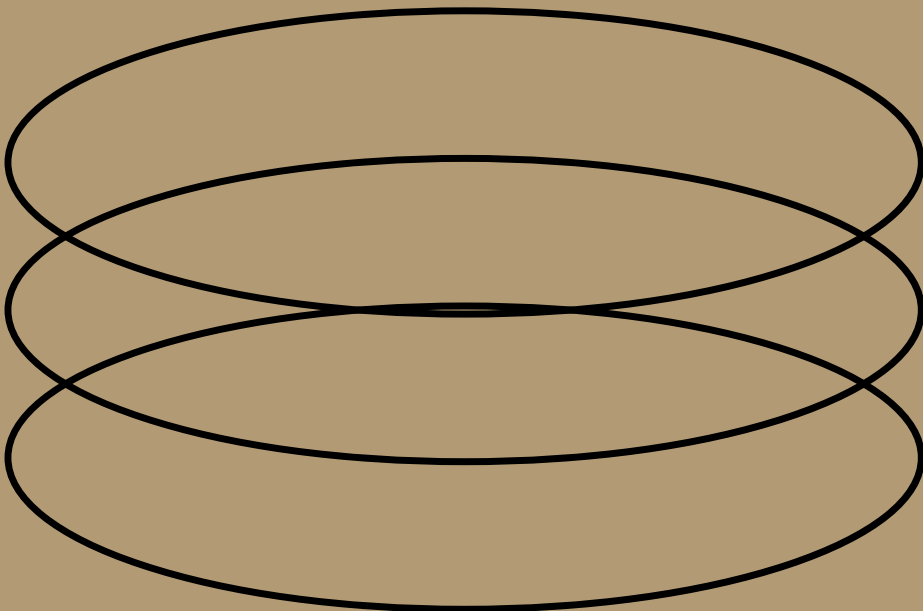
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To avoid conflicts of interest, Home Heritage tries to limit the number and value of gifts and invitations offered and received by its employees. Any gift or invitation must be received or offered on a reasonable and occasional basis for the strictly professional objective of promoting the activities of Home Heritage, with total transparency throughout the workplace hierarchy. In the case of invitations to events, Management encourages the recipient to only participate if the head of department agrees and if the partner is attending with a view to strengthening business relationships.

For more details, see our gifts and invitations policy

HOME HERITAGE  
IS COMMITTED TO  
ITS EMPLOYEES

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# 01.

## COMPLIANCE WITH INTERNATIONAL REGULATIONS, CONVENTIONS AND TREATIES

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Home Heritage ensures compliance with all legal and regulatory provisions in its relationships with all of its partners. The company undertakes to respect the Universal Declaration of Human Rights and the conventions of the International Labour Organization (ILO).

Home Heritage adheres to the United Nations Global Compact, and is therefore committed to respecting its ten principles relating to human rights, international labour standards, the environment and anti-corruption.

# 02.

## RESPECT FOR PEOPLE

---

Home Heritage undertakes to respect the aforementioned conventions, paying particular attention in at-risk countries to ensure that fundamental rights at work are being respected, including freedom of association, effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, and the effective abolition of child labour.

# 03.

## HEALTH, SAFETY AND WELLBEING AT WORK

---

Our priority is always the health and safety of our employees, building on the pillars of the re.generation CSR programme. Everyone working for Home Heritage has the right to a work environment that ensures their health and safety, which encompasses both physical and mental wellbeing.

We are all responsible for safety at work, and Home Heritage is committed to taking all reasonable precautions to provide a safe, healthy and fulfilling work environment and to prevent risks.

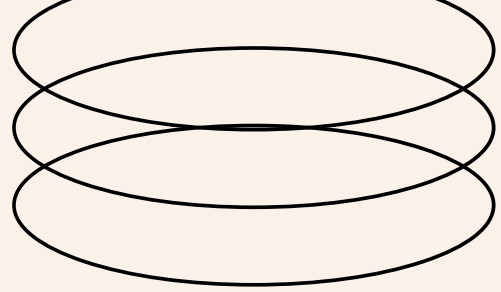
# 04.

## WORK-LIFE BALANCE

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Home Heritage undertakes to provide the ideal conditions to ensure an optimal work-life balance. It therefore promotes dialogue and listening between employees and their hierarchical superiors in order to organise work as well as possible based on each party's obligations and expectations. Home Heritage wants to create a work environment where everyone can prioritise their wellbeing.

Home Heritage offers its employees the right to disconnect, allowing everyone to enjoy their breaks and time off and not answer calls and emails sent outside their working hours.



# 05.

## DIVERSITY, EQUITY AND INCLUSION

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Home Heritage is committed to preventing and combatting all forms of discrimination. It undertakes not to discriminate on the basis of age, skin colour, marital status, disability, nationality, sexual orientation, ethnic or cultural origin, religion or gender, among other factors. This anti-discrimination policy applies to both the recruitment process and each employee's entire professional career.

Home Heritage believes that diversity offers many advantages, and it therefore strives to achieve gender equality within the company, in addition to other undertakings.

# 06.

## ANTI-HARASSMENT

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Home Heritage is committed to combatting all forms of harassment within the company. An anti-harassment procedure has been defined and shared with the Social and Economic Committees (CSEs). Employee representatives have received training and can be contacted by any employee.



# 07.

## EMPLOYABILITY AND TRANSMISSION OF KNOWLEDGE

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Home Heritage is aware that transmission of knowledge plays a key role in its success.

In order to revitalise struggling employment areas, the Group has made a long-term commitment to local employment by continually investing in its production tools, developing ambitious training projects to deal with the shortage of certain skills and bringing in work-study students and interns to foster the talent of tomorrow.

# 08.

## SOCIAL DIALOGUE

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In terms of internal relationships, Home Heritage always prioritises dialogue. It respects the right of its employees to form or join the representative organisation of their choice, including unions and workers' organisations, and to organise themselves to participate in collective bargaining. It respects the role and responsibilities of the social partners and undertakes to negotiate with them on issues of collective interest.

It encourages its employees to express their points of view, to defend their opinions, and to report inappropriate behaviour. Each employee can first turn to their direct or indirect manager, as well as their Human Resources manager.

In the event of a situation that may endanger **the general interest or the ethical values of the company, employees can warn the company of the danger** using the internal reporting procedure (alert system).

# 09.

## REPORTING PROCEDURE AND PROTECTION FOR WHISTLEBLOWERS

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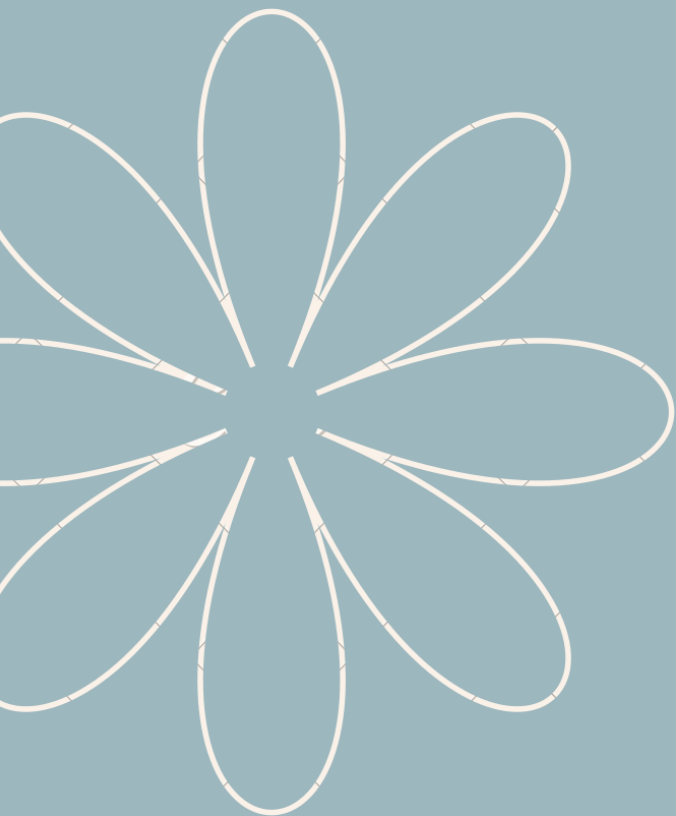
Home Heritage undertakes to protect whistleblowers who report or reveal, in a disinterested manner and in good faith, any breach of this Code, crime, infraction or serious or clear violation, or a threat or serious harm to its general interest, of which the whistleblower has personal knowledge.

# HOME HERITAGE IS COMMITTED TO THE ENVIRONMENT

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Home Heritage is working to reduce the environmental impact of its activities.

The Group is taking action – and encourages its stakeholders to take action – to assess and reduce its impact on global warming, pollution, resource consumption and biodiversity.



# 01.

## ENVIRONMENTAL IMPACT, DURABILITY AND PRODUCT END OF LIFE

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Home Heritage is committed to reducing the impact of its products through carefully selected suppliers and raw materials (organic cotton, recycled filling, French craftsmanship, etc.), as well as a curated manufacturing process. It is also committed to reducing its packaging.

Home Heritage is committed to developing high-quality products and increasing their durability.

Home Heritage has partnered with EcoMaison, Refashion and CITEO, who all support the development of recycling chains and the recovery of used products. In line with our values, the Home Heritage companies are involved with charities and donate their products.

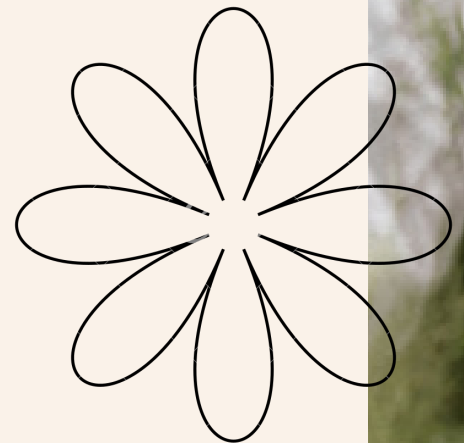
# 02.

## MANUFACTURING PROCESS

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Home Heritage is looking for solutions to make its manufacturing process more environmentally friendly. We are making constant investments to improve the energy efficiency of our machines and buildings. We have also implemented an ambitious waste reduction plan, in addition to reuse and recycling.

Home Heritage is raising staff awareness of responsible behaviours to limit energy consumption.



# 03.

## TRANSPORT

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Home Heritage is striving to optimise its transport in order to limit its carbon footprint, prioritising road transport, reducing the amounts transported, and optimising flows.

HOME HERITAGE IS  
COMMITTED TO ITS  
CONSUMERS

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## CUSTOMER SATISFACTION 01.

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Ensuring that our customers are comfortable and satisfied is Home Heritage's priority.

Home Heritage is therefore committed to guaranteeing the quality and durability of its products and providing its customers with a dedicated service to answer all their questions (products, orders, delivery, etc.), which is available by telephone and online 5 days a week.



## RESPONSIBLE COMMUNICATION 02.

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Home Heritage is committed to communicating responsibly in terms of both substance and form. With regard to substance, the Group undertakes to communicate clear and transparent messages that do not use devious or misleading arguments and do not rely on greenwashing. It also avoids any communication that goes against the principles of sustainable development or promotes environmentally damaging behaviour. It also takes care not to use stereotypes and to represent the true diversity of society.

## HEALTH AND SAFETY 03.

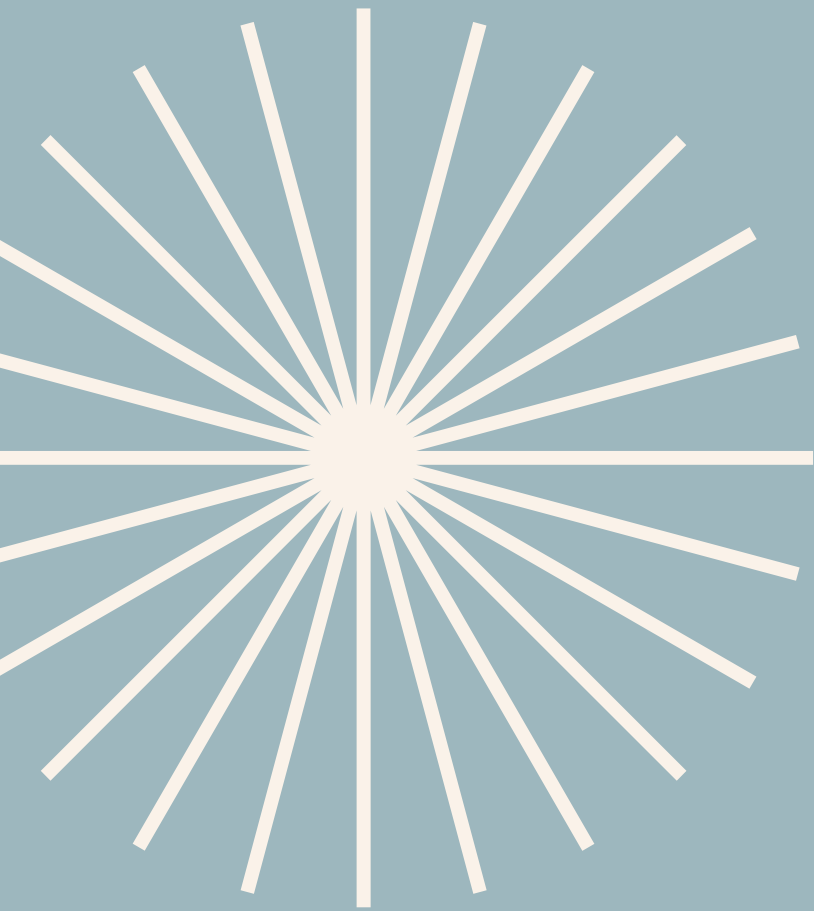
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Home Heritage is committed to protecting the health and safety of its consumers by designing and distributing products that comply with the regulatory standards for the use of chemicals and hazardous substances (REACH regulation), and by voluntarily developing a large part of its range under the Oeko-Tex label, thereby guaranteeing the safety of its products.



**HOME HERITAGE IS  
COMMITTED TO ITS  
CUSTOMERS AND  
SUPPLIERS**

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# 01.

## COMPETITION

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Home Heritage undertakes to respect the rules of the law on competition and to refrain from any practice that may hinder free competition.

# 02.

## BUILDING HEALTHY AND LASTING RELATIONSHIPS

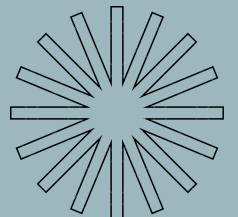
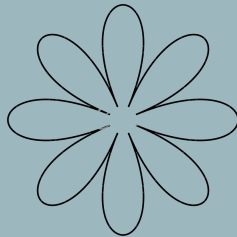
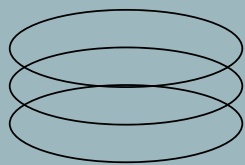
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Home Heritage is committed to a responsible approach to supplier relationships. It therefore provides its buyers with training in responsible purchasing.

Home Heritage ensures that its subcontractors and suppliers follow an ethical approach and respect the principles of this Code.

It requires its suppliers and subcontractors to strictly comply with all legislative provisions relating to their activities and their professional environment.





**CODE OF ETHICS**

HOME HERITAGE