

# Report pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

For the Financial Year Ended December 31, 2025  
Yves Rocher North America Inc.

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Document translated with the help of Artificial Intelligence, challenged and verified by the human hand.

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## Introduction

This report has been prepared pursuant to subsection 11(2) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c.9, (hereinafter the "Act") and is submitted on behalf of Yves Rocher North America Inc. (as its legal name), a body corporate incorporated under the Business Corporations Act (R.S.C., 1985) c C-44) (hereinafter "Yves Rocher Canada" or "we" or "us" or "the entity"). This report does not cover any other entity within the meaning of the Act.

As required by the Act, this report is submitted to the Minister of Public Safety and Emergency Preparedness and summarizes the measures taken, during the financial year ended December 31, 2025, to prevent and reduce the risk that forced labour or child labour is used at any stage of the production of goods in Canada or elsewhere, or goods imported into Canada by Yves Rocher Canada. When used in this report, the terms "forced labour" and "child labour" have the meaning given to them by the Act.

As a 100% owned Canadian subsidiary through the French company Yves Rocher International SARL, Yves Rocher Canada deploys and relies on the due diligence mechanisms of the vigilance framework published annually by its parent company, the French company Laboratoires de Biologie Végétale Yves Rocher SA (hereinafter "LBVYR"). Following the verification of its eligibility criteria as of December 31, 2025, LBVYR and its subsidiaries (hereinafter "Groupe Rocher" or "the group") no longer fall within the

scope of Article L.225-102-1 of the French Commercial Code – Law No. 2017-399 of March 27, 2017 on the duty of vigilance. On the strength of its convictions, Groupe Rocher has chosen to maintain and publish its vigilance framework on a voluntary basis, as an internal standard, which does not constitute a "vigilance plan and its implementation report" within the meaning of French law. Implemented by the Group, this vigilance framework (hereinafter "Vigilance Framework") lists the measures adopted by Groupe Rocher to prevent serious violations of human rights, fundamental freedoms, the health and safety of people and the environment. These measures cover all the activities of LBYR, its subsidiaries and its suppliers. As indicated in the 2025 Vigilance Framework, in terms of human rights and fundamental freedoms, this approach focuses in particular on the issues of preventing child labour and forced labour, improving working conditions, combating discrimination and harassment of all kinds, guaranteeing fair remuneration, respect for freedom of association - including trade union freedom - and collective agreements.

More generally, with regard to social and environmental responsibility, as a Canadian subsidiary, Yves Rocher Canada deploys and relies on the Group's policies and processes in this area, as described in Groupe Rocher's Voluntary Sustainability Publication 2025 (hereinafter "Sustainability Report"), published annually by LBYR on behalf of itself and its subsidiaries. As the European CSRD Directive is currently being recast and transposed into French law, Groupe Rocher is temporarily not subject to the legal obligation to publish for the 2025 financial year; The group has nevertheless chosen to publish a Sustainability Report on a voluntary basis to ensure methodological continuity and transparent communication of its extra-financial performance to stakeholders.

Although this report concerns the Canadian entity, it is part of the vigilance measures implemented throughout Groupe Rocher. However, the group recognizes that full traceability of each ingredient or component is not always possible, particularly due to the inherent complexity of global supply chains and the prioritization of analyses based on materiality results and risk assessments. However, Groupe Rocher has been building on solid foundations, with a structured vigilance framework since 2017 and is making constant efforts to strengthen the transparency of its supply chains.

## a. Structure, Activities and Supply Chains

### Structure

Yves Rocher Canada is an entity incorporated under the laws of Canada. Its head office is located in Longueuil, Quebec. As at December 31, 2025, the entity employed 370 employees in Canada. As the group's brand subsidiary, Yves Rocher Canada is integrated into Groupe Rocher's overall governance and acts as an autonomous entity for its operations in Canada.

Groupe Rocher is an independent family-owned French group with a human dimension, a "Mission-driven company" since 2019. In 2025, the group refocused on its core expertise "Beauty and Well-Being" with four committed brands: Yves Rocher (hereinafter "YR"), Sabon, Dr. Pierre Ricaud and Arbonne. Following the divestments of Petit Bateau and Stanhome in 2025, the group continues its activities in more than 80 countries. The group's headquarters are located in La Gacilly, France, the birthplace of the Yves Rocher brand since 1959, creator of Botanical Cosmetics®.

The supervision of the Canadian entity is exercised in accordance with the group's standards, in particular with regard to respect for human rights, the fight against forced labour and child labour, through the application of internal policies, and the entity has these standards and policies in place to adapt its response to Canadian legal requirements in this area.

## Activities

Yves Rocher Canada distributes, markets and retails cosmetics, skin care, perfumes and wellness products from the Yves Rocher brand, supplied by the group, for the Canadian market, and secondarily for the US mail-order market. These activities are carried out through the operation of a network of directly owned shops and an e-commerce and distance selling site.

Yves Rocher Canada's commercial activities also include customer relationship management, marketing, logistics, as well as after-sales service in its market, mobilizing a workforce composed of administrative, commercial, logistics and in-store sales staff, in compliance with Groupe Rocher's social and ethical standards.

## Supply Chains

Yves Rocher Canada's supply chain is part of Groupe Rocher's integrated brand system, and is based on:

- Mainly on the central supply from the group of beauty products of the YR brand, - manufactured or subcontracted by the French production subsidiary -, and of articles and supplies other than beauty products which are associated with their distribution, - also supplied by the group -,
- Locally, on the supply by Yves Rocher Canada, directly from suppliers mainly in Canada or North America, of goods and services enabling the exercise of its operations, whether it be logistics (e.g. local postal shipments and transport), store management and customer services, marketing and communication for its market, or IT & telecommunications.

The group's agricultural and industrial production is largely carried out in France on the territory of La Gacilly, in particular through its organic farming and agroecology cultivation of the brand's 14 emblematic plants, and on its cosmetics production sites (see 2025 Sustainability Report).

More generally, the group's business model for the Yves Rocher brand is focused on research, eco-design, manufacturing, distribution and marketing of plant-based cosmetic products, in compliance with the ethical and environmental standards defined by the group. These standards include strict social and environmental compliance criteria, as more broadly described in the Group's 2025 Sustainability Report and Vigilance Framework.

## b. Policies and Due Diligence Processes

### Policies

Yves Rocher Canada implements the Group policies described below, as does the Group's French subsidiary that supplies it (see section a. Supply Chains).

All the policies developed by Groupe Rocher - more fully detailed in the Sustainability Report and the Vigilance Framework - apply to all the group's subsidiaries worldwide, in order to uniformly ensure respect for human rights, the prohibition of forced labour and child labour, and the promotion of responsible business practices within the group and in its value chain.

These policies are based on recognized international standards, including the United Nations (UN) Universal Declaration of Human Rights, the core conventions of the International Labour Organization (ILO), and the guiding principles of the Organization for Economic Co-operation and Development (OECD).

### *Code of Business Conduct and 10 Principles of Social Responsibility*

Regularly updated since 2012, the Code of Business Conduct formalizes the fundamental ethical principles applicable to all employees and subsidiaries of the group - including Yves Rocher Canada -, including the strict prohibition of forced labor and child labor, the promotion of diversity, equal treatment, health and safety at work, and respect for internationally recognized human rights. This document is available on the group's website. In 2025, the group also put into practice the rules of conduct established in 2024 to govern the use of generative artificial intelligence, in compliance with the group's ethical principles.

Since 2020, this code has been linked to the group's 10 Principles of Social Responsibility, which form the basis of its social commitments, including the Yves Rocher brand, by guaranteeing in particular the protection of fundamental rights and freedoms, the prevention of all forms of discrimination, and the promotion of a healthy and respectful work environment. This document is available on the group's website.

### *Responsible Purchasing and Supplier Management Policy*

Groupe Rocher implements a Responsible Purchasing Policy, which imposes strict requirements for the selection, evaluation and monitoring of suppliers, with the aim of preventing and mitigating the risk of forced labour or child labour in the supply chain. This policy is based on a supplier approval process, integrating the analysis of social and environmental risks, the mapping of supply chain risks, as well as the regular verification of suppliers' compliance with the group's standards.

Since 2021, the contractual relations of the group and its subsidiaries with their suppliers have been governed by Groupe Rocher's Supplier Code of Conduct, which sets out specific obligations in terms of respect for human rights, prohibition of forced labour and child labour, fair remuneration, decent working conditions, and respect for the environment. This document is available on the group's website. Specific ethical clauses relating to due diligence and ethical practices are also integrated into contracts, in accordance with Groupe Rocher's requirements.

### *Whistleblowing system and ethics line*

Since 2012, Groupe Rocher has provided its employees, suppliers and stakeholders with a dedicated ethics line ([ethics@yrcnet.com](mailto:ethics@yrcnet.com)), which allows them to report, in a confidential and secure manner, any serious breach or suspicion of violation of internal rules, procedures or applicable legislation, including human rights, forced labour or child labour. This whistleblowing system guarantees the protection of the whistleblower and the confidentiality of the information transmitted, in accordance with the group's commitments to protect whistleblowers. The ethics line and its practical guide can be consulted on the group's website.

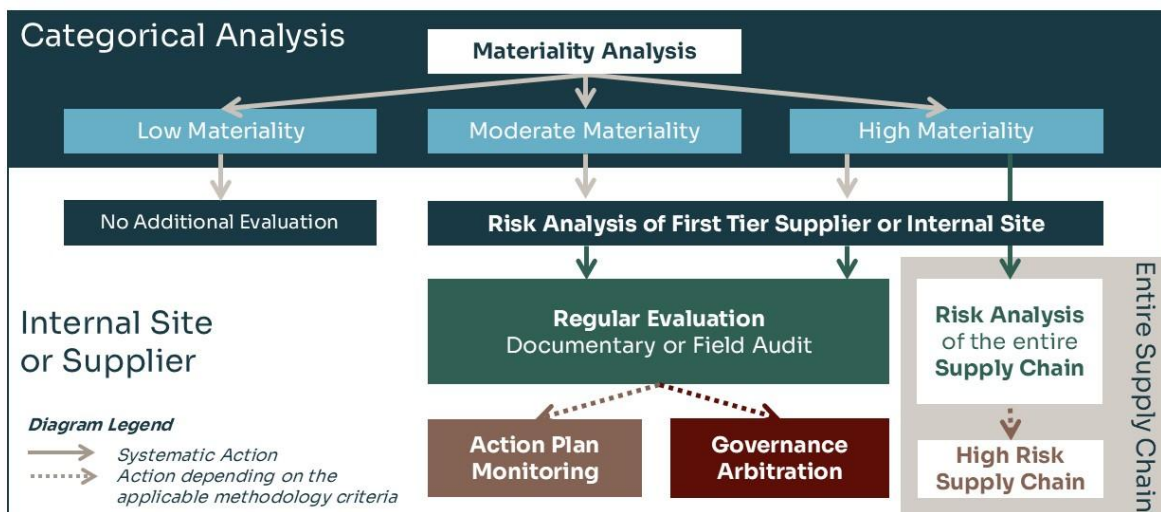
## **Due Diligence Process**

Yves Rocher Canada implements the due diligence process defined by the group - described above - for the management of its direct panel of suppliers, in the same way as by the group's French subsidiary that supplies it (see section a. Supply chains).

As part of the prevention and fight against forced labour and child labour, and in compliance with the Policies presented above, Groupe Rocher's vigilance process is based on a structured methodology based on five stages: categorical and risk analysis, regular risk assessment, monitoring of action plans (if applicable), governance arbitrations (if necessary), and the specific management of entire supply chains (if necessary).

Presented in the group's 2025 Vigilance Framework, the stages of the due diligence process currently in place are outlined in the chart below:

## Group's Due Diligence Process



Detailed in the group's 2025 Vigilance Framework, the methodology applicable for each stage of the due diligence process is as follows:

- **Categorical and risk analysis:** the process begins with a categorical analysis of the activities of suppliers and internal sites, making it possible to determine the level of materiality (low, moderate or high) according to five criteria: environmental impacts, social risks, health and safety, technicality of the activity, depth of the supply chain. This analysis is complemented by an assessment of the country risk and the volume of business, resulting in a vigilance coefficient that guides the evaluation strategy.
- **Regular assessment (documentary or field audit):** depending on the level of risk identified, a documentary assessment (in particular via the EcoVadis methodology) is carried out for medium risks, while field audits (SMETA type or equivalents included in the Group's Compliance Manual and included in the appendix to the Group's voluntary vigilance publication) are carried out for high risks. The assessment standards validated by the group and referenced in this manual include a social component, including the assessment of the risks of forced labour and child labour. These evaluations are renewed in a three-year cycle or earlier in the event of non-compliance.
- **Monitoring of action plans:** depending on the non-conformities identified, corrective action plans are drawn up in consultation with the suppliers concerned. Their implementation is regularly monitored, with resource allocation, timelines and reassessment until full resolution.
- **Governance arbitrations:** a governance committee, composed of members of the executive committee and expert management, supervises the implementation of the Vigilance Framework, validates action plans and ensures reporting to the group's decision-making bodies. It shall rule on cases of non-compliance submitted to it for arbitration, if any.
- **High-risk supply chains:** in addition to the above stages, for purchases of activity categories assessed with high materiality, an in-depth analysis of the stages of the supply chain is carried out, i.e. beyond tier 1. If necessary, the group relies on specialised external partners. At the end of these analyses, the group defines an assessment, audit or certification strategy appropriate

to the risks identified for each value chain thus analysed. The group thus qualifies standards that provide reasonable assurance of coverage and mitigation of the risks identified. In the event that no reference framework is qualified, a specific process for managing "high-risk supply chains" is deployed, including the implementation of field actions, if necessary in collaboration with specialized organizations or NGOs.

### c. Risk Assessment and Management of Forced Labour or Child Labour

For fiscal 2025, the results of Yves Rocher Canada's implementation of the due diligence process (see section b.) in the management of its direct supplier panel are similar to those of fiscal 2024 and are as follows:

#### *Categorical and risk analysis*

At the end of Yves Rocher Canada's risk analysis for the 2025 fiscal year, as for 2024, no supplier has a high vigilance coefficient. Only 3 suppliers are assessed with a medium vigilance coefficient (3 in 2024): the 2 French entities of the group, one for services and the other for the production of Yves Rocher brand products – in terms of cosmetic products based on raw materials of plant origin and the overall amount of supply to the entity -, and the main Canadian local transport supplier of Yves Rocher Canada. The other providers in the entity's panel fall into categories with low materiality or low vigilance coefficients.

#### *Regular evaluation (documentary or field audit)*

In 2025, as in 2024, the results of the 3 EcoVadis-type desk evaluations of the 3 suppliers mentioned above are satisfactory. They show Grade A Compliance Scores, with EcoVadis ratings ranging from 75 to 80/100, placing the practices of these suppliers in the category of so-called "advanced" CSR practices according to EcoVadis standards.

#### *Follow-up of action plans*

In 2025, as in 2024, as a result of the results of Yves Rocher Canada's supplier assessments presented above, none of the entity's suppliers required the implementation of remediation action plans for forced or child labor.

### Risk Summary

For 2025, as for 2024, the risk mapping of Yves Rocher Canada's suppliers on the one hand, resulting from the categorical analyses and risk analyses of the entity's panel, and the risk assessments of the suppliers concerned, on the other hand, do not highlight any particular forced labour risks at Tier 1 for Yves Rocher Canada.

Thus, in view of Yves Rocher Canada's activities and its value chain, if risks of forced labor are to be identified beyond Tier 1, they are the responsibility of the group's French subsidiary that supplies it for the Yves Rocher brand, and which itself deploys the group's Vigilance Framework as part of the management of its own panel of suppliers. This represents the achievement of risk identification and assessment beyond Tier 2 for Yves Rocher Canada. These analyses and risk assessments carried out by the group are presented annually in the Group's Vigilance Framework and Sustainability Report.

Thus, although it does not carry out these monitoring itself, Yves Rocher Canada imports the brand's products from Tier 2 suppliers evaluated upstream according to the same mechanisms: the entity benefits from Yves Rocher brand products from chains identified and supervised by Groupe Rocher's vigilance framework since 2017.

## d. Remediation Measures

With regard to forced labour and child labour, as in 2024, no problematic situation was reported or observed by Yves Rocher Canada in 2025 in its direct supply chain.

Since the implementation in 2017 of its vigilance framework – initially deployed under French Law No. 2017-399 on the duty of vigilance and maintained on a voluntary basis as an internal standard since the 2025 financial year – Groupe Rocher has been fully committed to taking all necessary measures to continue to identify risks, prevent and address the negative impacts of forced labour and child labour in its supply chains, and to participate in remediation where appropriate.

Since 2017 and in a continuous improvement process, the group's French subsidiary that supplies Yves Rocher Canada for the Yves Rocher brand has been deploying the Vigilance Framework itself as part of the management of its own panel of suppliers. This corresponds to the implementation, if necessary, of remediation measures beyond Tier 2 for Yves Rocher Canada. These measures are presented annually in the Group's Vigilance Framework and Sustainability Report.

For example, in the context of the management of high-materiality suppliers and high-risk supply chains, as presented in the 2025 Vigilance Framework:

- the group implements the approval process described above (see b. Responsible purchasing policy),
- the group relies on the NGO Earthworm Foundation for its risk analyses on certain plant sectors,
- Since 2024, the group has been a member of the TRASCE (TRaceability Alliance for Sustainable CosmEtics) sector consortium to accelerate the sustainable transformation of the sectors. This project allows it to capitalize on the collective leverage of the cosmetics sector's players to trace its supply chains of raw materials of natural origin considered to be at risk, analyze the associated risks and deploy actions to mitigate them.
- the group has been a member of the Responsible Mica Initiative since its creation in 2017, in order to get involved in improving the conditions for mica extraction in India. Through this partnership, the group contributes in particular to the definition and implementation of a decent wage.
- The group also works in the palm sector, through a partnership with the Earthworm Foundation, with which it supports local programmes for producers working in areas particularly exposed to the risk of deforestation. In 2025, the group also joined the collaborative initiative Action for Sustainable Derivatives (ASD) working to sustainably transform the sector,
- on the jasmine and rose sectors, the group works in partnership with the NGO Fair Labor Association to support the improvement of social practices,
- on its cardboard and paper packaging, Groupe Rocher requires it to be FSC (Forest Stewardship Council) certified in order to guarantee sustainable forest management and meet its commitments in terms of environmental responsibility. This certification ensures that materials come from responsibly managed sources, respecting biodiversity, workers' rights and local communities.

The group actively participates in sectoral and collective initiatives aimed at strengthening the prevention of forced labour and child labour risks in the cosmetics industry, as presented in the 2025 Sustainability Report and Vigilance Framework.

## e. Measures Taken to Address Loss of Income

In both 2025 and 2024, Yves Rocher Canada has no identified or reported cases of loss of income for vulnerable families, which would result from measures taken to eliminate forced labour or child labour in its own operations or its supply chain.

## f. Training

Yves Rocher Canada ensures the dissemination and understanding of its ethical policies among its employees and suppliers, in particular through employee training on the Code of Business Conduct and the 10 Principles of Social Responsibility, and through the requirements of the Supplier Code of Conduct.

In terms of due diligence, the group is deploying specific mandatory e-Learning training modules for purchasing teams and employees involved in supply chain management, in order to strengthen vigilance and the ability to detect risks related in particular to forced labour and child labour.

An advanced training module for supplier vigilance framework referents within Groupe Rocher's subsidiaries is in place, in order to enable them to acquire the skills and tools necessary for their role as local relays. This module allows them to read and analyze a supplier evaluation report, to implement the necessary action plans and more generally to embody the group's positions in terms of vigilance.

In 2025, the group has created a unique "Compliance Month" awareness course. This four-module e-Learning course covers the Group's Code of Business Conduct, Vigilance Framework, Whistleblowing Hotline and Anti-Bribery Code of Conduct, promoting an integrated approach to compliance. Deployed to the management team and the Purchasing function of Yves Rocher Canada. This compulsory course was followed by all those concerned (100%).

In 2026 and 2027, it is planned to gradually extend this mandatory "Compliance Month" awareness program within Yves Rocher Canada teams beyond those formed in 2025.

## g. Assessing Effectiveness

As implemented by the group in its subsidiaries in general, Yves Rocher Canada is committed to a process of continuous improvement of its policies and procedures, by regularly monitoring their effectiveness, adapting its practices to regulatory changes and feedback.

For the 2025 financial year, as for 2024, the results of the implementation of this scheme by Yves Rocher Canada are as follows (see section c.):

- no Tier 1 supplier of the entity has a high vigilance coefficient after updating the risk analysis,
- the compliance scores of the entity's 3 suppliers requiring desk assessments are satisfactory,
- none of the entity's Tier 1 suppliers required the implementation of remediation action plans for forced or child labour.

Regarding Yves Rocher Canada's main supply from the group's French subsidiary, the group's vigilance framework is applied by the latter, - therefore beyond tier 2 for Yves Rocher Canada. It is based on solid and constantly improving foundations since its creation in 2017, as demonstrated in the group's annual vigilance publications.

The effectiveness of this system is based in particular on:

- a long-term governance body, meeting regularly, with key management indicators and carrying out the necessary trade-offs if necessary.
  - o To take into account the group's developments, the governance committee revised its composition at the end of 2025 to include the Scientific department in 2026.
  - o As such, as in 2024, no arbitration concerning the suppliers of the Yves Rocher Canada entity was necessary in 2025.
- an internal control procedure for Groupe Rocher, initiated in 2023 and integrated into the group's other internal control procedures in 2025. Dedicated to the vigilance framework and articulated with the group's other procedures, including the purchasing procedure, it is now deployed within the subsidiaries, following the self-assessment campaign for its appropriation.

For the 2025 financial year, the results of the implementation of this plan by the group - therefore at rank 2 and above for Yves Rocher Canada - are as follows:

- Responsible purchasing and supplier management policy for the group: at the end of 2025, the coverage rate of the Supplier Code of Conduct reached 84.3% of the group's supplier expenses (compared to 81% at the end of 2024),
- Whistleblowing system and the group's ethics line: in 2025, the group's ethics line received 6 admissible alerts (compared to 9 in 2024), including 1 ethical issue and 5 alerts related to human resources; none of them constituted a violation of human rights or an infringement of fundamental freedoms,
- Categorical analysis and the group's supplier risks : at the group level, the eligible supplier panel includes more than 700 first-tier suppliers at the end of 2025 (compared to 1,200 in 2024 and 5,000 in 2023), a reduction mainly due to the group's transformations. On a current basis, the proportion of suppliers in the group with a high gross risk has been halved in three years.
- Regular assessments of the group's suppliers after category and risk analysis (documentary and field audits): at the group level, 92% of the EcoVadis documentary assessments and 62% of the planned field audits were carried out by the end of 2025 under the 2024-2026 three-year audit plan. At the group level, the average EcoVadis score of the evaluated suppliers reached 68.4 in 2025 (compared to 64.5 in 2024), 19 points above the sector average, and 72% of the reassessed suppliers improved their CSR performance. Regarding field audits, at the end of 2025, no supplier in the panel was rated D (compared to 14 at the end of 2024).
- Management of the group's high-materiality suppliers and high-risk supply chains: in 2025, in the palm sector, the group joined the collaborative initiative Action for Sustainable Derivatives (ASD) working on the sustainable transformation of the sector. In 2025, the group continued its actions within the TRASCE sector consortium, which it had joined in 2024 (see section d.).

Finally, Groupe Rocher relies on its Audit and Internal Control Department to conduct regular internal control audits aimed at verifying, as far as possible, compliance with internal control procedures by all its subsidiaries, including the supplier purchasing procedure and the vigilance procedure. In 2025, as in 2024, 9 internal control audits were carried out on site at the group level. These audits ensure compliance and strengthen rigour in the application of established processes. The conclusions of the audits are presented to the Group's Audit and Risk Committee, thus ensuring adequate supervision and consideration of the recommendations.

Groupe Rocher's vigilance framework is based on a structured organisation, established methods and concrete operational implementation, initially established in 2017 as part of the French law on the duty of vigilance and maintained according to the principle of continuous improvement. In 2025, as the group is no longer subject to French law, the vigilance framework has been maintained on a voluntary basis as an internal standard, in a logic of continuity and prioritization by the materiality of risks.

In 2026, the group's vigilance approach will remain in place: Yves Rocher Canada will continue the approach presented here; The group, from which the entity obtains its supplies, will continue to lead its ecosystem (teams, suppliers, partners), based on the risk management mechanisms and actions deployed in 2025. In a spirit of continuous improvement, Groupe Rocher will continue its gradual preparation for the European regulatory changes that will eventually apply to it in terms of supply chain due diligence.

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## Approval and Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Article 11 thereof, I, in my capacity as General Director and Chair and Secretary of the Board of Directors, certify that I have reviewed the information contained in the report on behalf of the governing body of the above-mentioned entity. Based on my knowledge and after exercising due diligence, I certify that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year indicated in this report.

Full name: Julie Huynh  
Title: Chief Executive Officer, President and Secretary of the Board of Directors  
Entity: Yves Rocher North America Inc.  
Signing Date: May 22, 2026  
Signature:

"I have the power to bind Yves Rocher North America Inc."

## Appendix

Groupe Rocher: Code of Business Conduct

<https://groupe-rocher.com/en/ethics>

[https://groupe-rocher.com/sites/default/files/fichiers/CDC%20Nov%202022%20ENG\\_2.pdf](https://groupe-rocher.com/sites/default/files/fichiers/CDC%20Nov%202022%20ENG_2.pdf)

Groupe Rocher: Supplier Code of Conduct

<https://groupe-rocher.com/en/suppliers/news-and-guides>

[https://groupe-rocher.com/sites/default/files/fichiers/2021\\_EN\\_Supplier\\_Code\\_of\\_Conduct\\_V2\\_0.pdf](https://groupe-rocher.com/sites/default/files/fichiers/2021_EN_Supplier_Code_of_Conduct_V2_0.pdf)

Groupe Rocher: Alert and Grievance Collection Scheme

[https://groupe-](https://groupe-rocher.com/en/ethics)

[rocher.com/sites/default/files/fichiers/Dispositif%20signalement%20Nov%202022%20ENG\\_1.pdf](https://groupe-rocher.com/sites/default/files/fichiers/Dispositif%20signalement%20Nov%202022%20ENG_1.pdf)

Groupe Rocher: The 10 principles of Social Responsibility

<https://groupe-rocher.com/en/values>

<https://groupe-rocher.com/sites/default/files/2022->

[11/10PrincipesDeResponsabilit%C3%A9\\_RH\\_FR\\_2021%20%281%29.pdf](https://groupe-rocher.com/sites/default/files/2022-11/10PrincipesDeResponsabilit%C3%A9_RH_FR_2021%20%281%29.pdf)

Groupe Rocher: 2025 Sustainability Report

<https://groupe-rocher.com/en/documentary-area>

Groupe Rocher: 2025 Vigilance Framework

<https://groupe-rocher.com/en/documentary-area>