

SUSTAINABILITY CHARTER

As a leading supplier of hygienic disposables for both private label and branded markets Ontex believes that sustainable business practices contribute to genuine business success. Ontex aims to integrate sustainability into all policies, aspects and activities of the organization and actively encourages suppliers and employees to perform their activities in an environmentally, socially and economically responsible manner. Within Ontex sustainability is implemented in three company pillars:

A. SUSTAINABILITY IN OUR ORGANIZATION

Ontex invests in improving the sustainability performance of all its activities throughout the entire production process and the different supporting activities. This includes:

- Optimizing waste management (waste reduction & valorization)
- Maximizing energy efficiency
- Improving transport efficiency
- Continuous improvement of social policies

Furthermore Ontex promotes important social values such as:

- Providing healthy and safe working conditions
- Promoting employee diversity
- No tolerance towards discrimination e.g. based on religion, race, nature, disability, gender...
- Supporting and respecting the protection of internationally proclaimed human rights
- Renouncing forced, compulsory or child labour along the supply chain
- Maximizing our positive contributions to society
- Promoting free and fair trade
- Building partnerships and creating and preserving long-term positive relationships with all stakeholders involved

B. SUSTAINABILITY IN OUR PRODUCTS

Within Ontex sustainability investments in products are related to:


- Offering the best value for money in the market
- Ensuring all products are safe and in accordance with international and national legislations and regulations
- Ensuring sustainable sourcing practices for raw materials
- Investing in innovation to reduce end of life waste with no compromise towards comfort and quality
- Supporting suppliers to develop alternative raw materials with a lower environmental impact

C. SUSTAINABILITY IN OUR KNOW HOW

Ontex wishes to invest in knowledge and research related to sustainability by:

- Setting up detailed internal life cycle analysis studies
- Contributing to industry studies on product sustainability performance
- Building partnerships both in and outside the hygiene industry to share best practices on sustainability topics
- Monitoring the development of sustainability measurement tools in the industry

July 23rd 2013



Charles Bouaziz
Chief Executive Officer (CEO)



Thierry Navarre
Chief Operating Officer (COO)