



Corporate Responsibility Policy

Matas A/S, CVR. no. 27 52 84 06



Corporate Responsibility Policy of Matas A/S

Preamble

As the leading retail chain within health and beauty in Denmark, Matas has as an objective to conduct a long-term sustainable business in order to ensure a responsible business model for our shareholders, customers, employees and the society.

Since 1956, Corporate Responsibility has been and will continue to be an important element of Matas' strategic considerations. This policy will set out the core principles for Matas' policy on Corporate Responsibility.

Our Commitment

We will continuously improve our own products sustainability in consideration of technological opportunities, the customers' needs and the expectations of the society. In our proactive product development, we have a very strong focus of the very latest scientific knowledge of the effect of substances on health and the environment.

We will aim to have adequate knowledge of the environmental impact caused by the supply chain and too apply a life-cycle perspective on the improvements which will be implemented.

We will ensure that the products and activities, which we offer, give customers a good chance to select in favour of sustainability. We will advise customers about the application of our products and make sure that they are provided with the necessary information about sustainable use.

We will make sure that the employees are continuously involved in the company's sustainability activities and that they are continuously trained and motivated to do their job in an environmentally and ethically responsible way.

We will ensure diversity in the workplace by attracting, developing and retaining skilled employees, irrespective of gender, ethnicity, age, disability, sexual orientation or religion.

We regard national legislation and international conventions to be the minimum standards.

Matas has entered into co-operation with a number of established consumer organisations and others regarding serious projects with a variety of humanitarian and environmental goals. As a responsible company, Matas will continue to develop and enter into new cooperation agreements which will make a difference to the environment and the health of our customers.

Matas works in cooperation with consumer organisations and experts as well as organisations that make a difference to the health, environment and our customers, including the Danish Cancer Society (Kræftens Bekæmpelse), the Danish Heart Association (Hjerteforeningen) and the Association for Asthma and Allergy Denmark (Astma-Allergi Danmark) in order to promote health and the environment. On Matas website (Matas.dk/partners) we communicate details about these partners and the projects on which we are collaborating.

Furthermore, Matas has joined and implemented numerous initiatives including the Environmental Fund, introduction of a Packaging Recycling System and the use of the Nordic Eco-label



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(Svanemærket). Details about these initiatives are communicated on Matas website (www.matas.dk/environment-ethics)

Our Approach to Corporate Responsibility

Our Corporate Responsibility commitment and principles are based on the needs of our customers and employees and of the environment, which are of considerable significance to our decisions and priorities.

Corporate Responsibility at Matas

At Matas, Corporate Responsibility means to conduct business in a sustainable and responsible manner with due regard to the environment and based on following principles according to UN Global Compact:

Environment

- The support of a precautionary approach to environmental challenges;
- To undertake initiatives to promote greater environmental responsibility; and
- Encourage the development and diffusion of environmentally friendly technologies

Labour

- To uphold the freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced and compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination and diffusion of environmentally friendly technologies

Human Rights

- Support and respect the protection of internationally proclaimed human rights; and
- Make sure that the Company is not complicit in human right abuses

Anti-Corruption

- To work against corruption in all its forms, including extortion and bribery

Matas commits to offering customers environmentally sound and allergy friendly products at consistently high quality and at affordable prices. Matas seeks to improve Matas' own brand products to contain a minimum amount of perfume, as well as no parabens or hazardous chemicals, while ensuring that Matas' own brand product manufacturing is performed with minimal environmental impact.



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Organisation and reporting

The Information and Environment department is responsible for the development of the Matas' Corporate Responsibility strategy and works with other Company functions in implementing the strategy throughout our operation.

Matas reports on Corporate Responsibility annually in accordance with applicable law.

Approved by the Board of Directors of Matas A/S on 10 June 2013.