

SUSTAINABLE DEVELOPMENT CHARTER

FOR TUDOR PARTNERS



TUDOR has placed the notion of responsibility at the heart of all its activities. From the outset, the brand's concern for quality and durability naturally set it on a course to sustainability, embodied in watches that are built to stand the test of time.

A culture of excellence and a spirit of permanent innovation guide the company's every action, from constantly improving its products and the working conditions of its employees, to reducing its environmental and societal impact. Consequently, TUDOR is committed to conducting its business responsibly and to implementing concrete sustainable development measures across its entire value chain.

The Sustainable Development Charter sets out the main expectations of TUDOR with regard to its various partners¹, all of whom contribute, through their work, to elevating the brand's image in the world and building its reputation. The purpose of this document is to encourage these partners to apply the same exacting standards as those for which TUDOR has always been renowned.

The charter formalizes a voluntary commitment to society and to the planet, and aims to foster and develop joint efforts towards greater sustainability, in the interests of as many as possible and for future generations. In a spirit of continuous improvement, it identifies good practices in sustainability, for the benefit of all. It is therefore likely to be amended over time as experience is gained and legislation changes.

TUDOR invites its partners to stand alongside the brand in declaring their commitment to sustainable development through a partnership approach based on trust and transparency. By signing the document, they undertake to support the brand in its sustainability actions and to develop initiatives so that their own business partners may apply similar principles and measures.

¹ The term 'partner' refers to suppliers, service providers and official retailers as well as any person or legal entity having business or contractual relations with TUDOR.

PRINCIPLES AND MEASURES

With a view to sustainability and considering the national and international legal provisions and regulations in place regarding corporate social and environmental responsibility, TUDOR has defined a set of principles and measures designed to ensure respect for human rights and basic liberties, protection of the environment, and sound governance within the framework of its economic activity.

The principles and measures outlined below take account of the following international reference texts: the United Nations Universal Declaration of Human Rights, the International Labour Organization Conventions, and the United Nations Sustainable Development Goals for 2030.

SOCIAL RESPONSIBILITY

The partners of TUDOR undertake never to engage in child labour, slavery or servitude, human trafficking, or forced or compulsory labour, or to use any services or products arising from these forms of prohibited labour. Likewise, they reject all forms of discrimination, including on grounds of race, religion, ethnicity, gender or disability.

They undertake to treat men and women equally and with respect. In compliance with the applicable social regulations (remuneration, salary, and working hours and conditions), they shall exclude any behaviour that is contrary to dignity and well-being in the workplace.

They reject all forms of physical or psychological harassment, and respect in particular the basic right to freedom of assembly and association. They also undertake to apply in their company or companies the health and safety standards in force.

ENVIRONMENTAL RESPONSIBILITY

The partners of TUDOR undertake to act in accordance with the applicable environmental standards, to reduce their ecological footprint.

In this regard, they agree to take steps to combat climate change (by measuring their greenhouse gas emissions and reducing them as much as possible) and to act to protect biodiversity (notably through the responsible use of natural resources).

GOVERNANCE

The partners of TUDOR undertake to adopt responsible procurement processes².

They shall additionally put in place all necessary measures to anticipate and avoid situations in which personal interests could conflict with those of the company. They also undertake to prevent corruption by taking steps to detect possible cases.

They shall act in accordance with applicable national and international legal provisions to implement good practices for corporate governance and to ensure compliance with due diligence and transparency requirements, business law and taxation.

Finally, they undertake to abide by the rules of free competition, protection of information, and confidentiality.

² *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas/2016/Third Edition.*

APPLICATION OF THE CHARTER

The partners agree to cooperate with TUDOR to ensure adherence to the charter and the application of its principles and measures in the exercise of their business.

They will inform TUDOR of any difficulty in applying the principles and measures as well as any significant breach of the latter that they may observe.

AMENDMENTS TO THE CHARTER

The contents of the charter are likely to evolve in accordance with changes in the sustainable development field, especially modifications to national and international standards and regulations.

All amendments and updates to the charter will be communicated to the partners and will require an additional signature to validate the changes.

Partner's company name

Name of signatory or signatories

Place and date

Partner's signature

VERSION	DATE	MODIFICATION(S)
1	May 2023	Initial charter.