



Nature Policy

GRP-POL-210 v0

Ontex
Here for you.



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Aim ^(1/2)

At Ontex, we recognize the importance of nature and acknowledge the urgency of the global nature crisis. As a company, we both directly and indirectly depend on natural resources - whether through the use of raw materials of natural origin in our production processes or through the regulating ecosystem services that nature provides, such as water flow regulation, climate moderation, and natural hazard mitigation.

We are committed to protecting nature, particularly ecosystems and species that are threatened or of high biodiversity value. Our ambition is to achieve no net loss of nature across our operations and value chain, guided by the mitigation hierarchy and aligned with global biodiversity goals and evolving regulatory expectations, and fully connected to the priorities outlined in our Sustainability Strategy.

We recognize that some of our business activities, as well as those within our value chain, may result in temporary or permanent impacts on nature. We will manage, monitor, and mitigate unavoidable impacts, tailoring our actions to local conditions and working closely with the competent authorities.

We will provide accessible channels for raising concerns and address nature-related grievances in line with stakeholder requirements and expectations, ensuring they are handled transparently and responsibly.



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Aim ^(2/2)

We are also committed to integrating nature considerations into financial and business decision-making. This includes managing our nature dependencies, mitigating risks, minimising impacts across our value chain, and, where feasible, capturing opportunities related to nature.

Through ongoing innovation and the adoption of new technologies, we will continue to lower our nature footprint.

We consider the following frameworks and legislation as key drivers of action:

- >> Kunming–Montreal Global Biodiversity Framework (GBF),
- >>> UN Convention on Biological Diversity (CBD),
- >>> EU Corporate Sustainability Reporting Directive (CSRD) and other national sustainability reporting legislation,
- >>> EU Corporate Sustainability Due Diligence Directive (CSDDD) and other national due diligence legislation,
- >>> EU Deforestation Regulation (EUDR) and other national timber-legality regulations,
- >>> EU Nature Restoration Law and the EU Biodiversity Strategy for 2030.

We acknowledge that many stakeholders, including also local communities, indigenous peoples, non-governmental organizations play a vital role in safeguarding nature, and we commit to engaging respectfully and responsibly wherever our activities may interact with local environments.



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Scope

This policy applies to all Ontex operations under operational control, as well as upstream and downstream value chain activities where we have influence or business relationships.

Requirements for upstream suppliers are detailed in [Annex 1](#).



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Governance

The Executive Committee (EC) holds primary accountability for ensuring the commitments outlined in this policy are met and remain aligned with the sustainability strategy of the Ontex Group.

The EMC oversees implementation of this policy, while operational responsibility is assigned to relevant business functions including Sustainability, Procurement, Operations and Innovation. The progress and performance are periodically reported to the EMC.

This policy will be reviewed whenever material topics change and, at minimum, once every three years in accordance with our internal procedures.

Approach ^(1/2)

We define nature as encompassing **biodiversity** (species, genes, ecosystems), **ecosystem services**, **land, water, atmosphere**, and **climate systems**. Because nature and climate are interconnected, we take an integrated and holistic approach to nature action. This includes recognizing both our impacts on nature and our dependencies on ecosystem services essential to our operations.

We align our approach with recognized international frameworks and standards guiding performance, risk management and disclosure across our value chain, including:

- >> taskforce on Nature-related Financial Disclosures (TNFD) for nature risk management,
- >> science Based Targets initiative (SBTi) for climate action,
- >> OECD Guidelines for Responsible Business Conduct for environmental due diligence.

Our aim is to work towards **no net nature loss**, guided by the actions of the mitigation hierarchy:

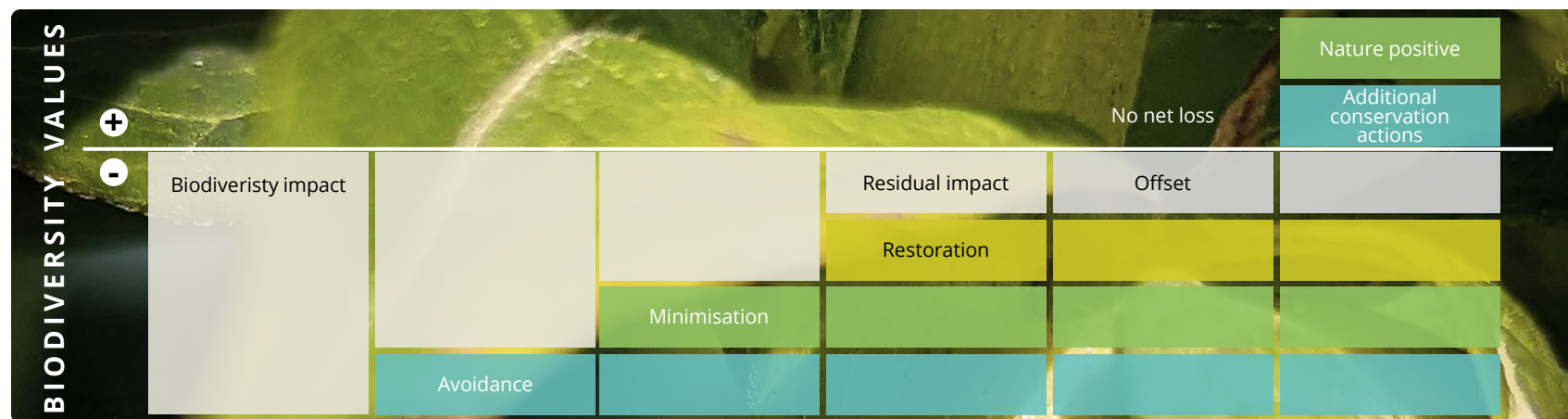


Figure 1. Mitigation Hierarchy (IUCN).

Approach (2/2)

Avoid activities that cause:

- >> Deforestation¹, land conversion, land degradation, habitat fragmentation.
- >> Harm or habitat loss to CITES-listed and IUCN-listed species.

Restore impacts to nature:

- >> Reforest affected areas in accordance with applicable national regulations and internationally recognized sustainable forest management certification schemes.
- >> Repair and rehabilitate damaged ecosystems, whether they arise from our own operations, from our contribution through business practices, or from activities directly linked to our products and services.

Minimise activities that cause:

- >> Resource over-exploitation.
- >> Pollution and other operational impacts and control unavoidable operational risks.
- >> Impacts on biodiversity sensitive areas (Key Biodiversity Areas, protected areas, IUCN Red List species habitats etc.).
- >> Risks associated with operating in high or extremely high water-stress areas and areas prone to adverse climate events.
- >> Risks related to substances that are dangerous to the environment.

Offset (while treated as a measure of last resort):

- >> Significant unavoidable residual impacts that remain after avoidance, minimisation, and restoration have been fully applied, by compensating these impacts through measurable conservation outcomes elsewhere.

¹ With the cut-off date of 31 December 2020.



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Commitments

- >> Conduct regular nature-related risk-based **due diligence process**.
- >> Set nature-related targets and metrics and ensure transparent **disclosure**.
- >> Promote **sustainable land and water management** across operations and value chain.
- >> Integrate **nature considerations** into **product design and sourcing** decisions.
- >> Improve **awareness** of nature-related issues among employees and across the value chain.
- >> **Engage collaboratively** with stakeholders on nature-related matters.



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Due diligence

Our nature due diligence process is centered across **6 main steps** to:

- step 1** **Integrate responsible nature management** into our policies, governance, management systems, and stakeholder engagement.
- step 2** **Identify and assess actual and potential adverse impacts** prioritizing the most important risks and impacts for action.
- step 3** **Cease, prevent or mitigate** activities causing or contributing to these impacts, including development and implementation of prevention and mitigation plans.
- step 4** **Monitor** implementation and effectiveness of our due diligence activities.
- step 5** **Communicate** openly internally and externally about our activities to identify and address actual or potential adverse impacts.
- step 6** **Provide or support** remediation where appropriate when identified that we have caused or contributed to actual adverse impacts on nature.

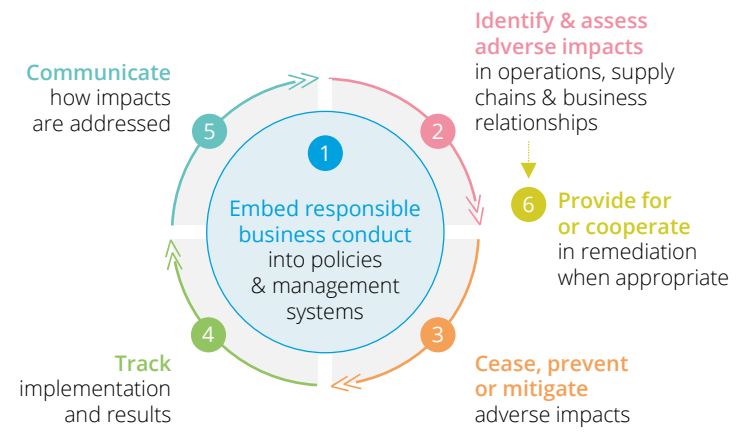


Figure 2. Due Diligence Process (OECD Due Diligence Guidance for Responsible Business Conduct).

Priority actions

Our nature-related work is structured around the actions listed below. These priority actions reflect the current key nature risks in our value chain and may evolve as new risks, regulations and scientific insights emerge:



1 Traceability

Work towards full traceability of raw materials that have actual or potential material impacts on nature - particularly wood, cotton, and other natural origin materials.



2 Responsible environmental management

Promote environmental responsibility, resource efficiency, and compliance with applicable environmental laws and regulations among own operations and direct suppliers.



3 Location risk analysis

Analyse locations of own operations and suppliers situated in biodiversity-sensitive areas (e.g. Key Biodiversity Areas, protected areas), areas of high water stress, and zones exposed to physical climate hazards. Engage suppliers in risk-reduction and improvement actions where needed.



4 Sustainable practices for high-impact commodities

Require sustainable sourcing and chain-of-custody certification for materials classified as high-impact commodities (e.g. wood, cotton).



5 CO₂ emission reduction

Require direct suppliers to set up their climate targets encompassing scopes 1, 2, and 3, ideally validated by the Science-Based Targets Initiative (SBTi).



6 Circularity

Encourage our sourcing and product design to align with sustainable and circular practices (e.g. materials from renewable, recycled, or responsibly sourced origins and reduce the use of virgin plastic).



7 Chemical transparency and ecotoxicity

Require own operations and suppliers to comply to REACH on evaluation and control of risks using CLP ecotoxic hazard classifications and POPs on ban or restriction of the most hazardous persistent and bioaccumulative chemicals.

For more information about our climate & circularity commitments please see our [Climate Circularity Policy](#).

²High-impact commodities are products whose production is commonly associated with significant pressures on nature. They are identified as part of the Science Based Targets Network (SBTN) methodology.



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Monitoring & reporting

Ontex will monitor the progress against its nature commitments through defined metrics and targets and will report publicly on performance through its sustainability reporting, including disclosures aligned with CSRD and TNFD where applicable.

A handwritten signature in blue ink, appearing to read 'L. Nielly', written over a horizontal line.

Approved by: **Laurent Nielly, CEO**
Approval date: **20.05.2026**

Annex 1 Nature requirements for direct spend¹ suppliers

Principles	Priority action	Scope	High-level requirement	Data collection
Traceability	Supply chain mapping	RM, P, O	Disclose manufacturing location(s).	MFS supplier manufacturing location validation form in onboarding and periodic updates as part of Ontex supplier audit program.
		RM, P, O wood- or cotton-based	Disclose full supply chain until the forest/farm.	Annual timber and cotton sourcing questionnaires.
Responsible environmental management	Environmental management system verification	RM, P, O	Provide ISO 14001 or other documented environmental management system.	Supplier manufacturing location validation form for the onboarding phase and annual update of relevant certificates.

¹ RM for raw material suppliers, P for packaging, O for outsourcing.

Annex 1 Nature requirements for direct spend¹ suppliers

Principles	Priority action	Scope	High-level requirement	Data collection
Location risk analysis	Nature risk prescreening	RM, P, O	Reply to questions related to water, biodiversity, climate hazards.	MFS supplier manufacturing location validation form in onboarding. Nature risk prescreening questionnaire once in 3 years.
	Location in biodiversity sensitive areas	RM, P, O located in biodiversity sensitive areas	Actions taken to ensure that operations do not negatively impact sensitive areas.	Annual ESAQ questionnaire on Sedex platform.
	Location in water stress areas	RM, P, O using water in production processes and located in water stress areas	Actions taken to ensure responsible water management and resilience to water stress.	Annual ESAQ questionnaire on Sedex platform.
	Location in areas prone to adverse climate events (flood, drought...)	RM, P, O located in areas prone to adverse climate events	Actions taken to ensure adequate prevention, preparedness, and response to acute climate events.	MFS supplier manufacturing location validation form on onboarding. Nature risk prescreening questionnaire <i>once in 3 years</i> .

Annex 1 Nature requirements for direct spend¹ suppliers

Principles	Priority action	Scope	High-level requirement	Data collection
Sustainable practices for high-impact commodities	No use of protected species	RM, P, O materials of natural origin	Actions to avoid harm or habitat loss to CITES-listed and IUCN-listed species.	Annual timber and cotton sourcing questionnaires.
	Sustainable land and agricultural practices, no deforestation, land conversion, land degradation, habitat fragmentation	RM, P, O wood-based	Supply materials with FSC or PEFC <u>certified</u> claims on every invoice and delivery note.	Annual questionnaire for the update of PEFC and/or FSC certificates.
		RM, P, O wood-based material suppliers in scope for the EU Deforestation Regulation	Supply materials covered by the EU Due Diligence Statements (EU DDS).	Internal Ontex process for verification.
		RM Cotton-based material suppliers for production of tampons	Supply only GOTS certified materials originating from organic farming. The cotton fibers should meet the requirements of one of the standards from the IFOAM Family of Standards and additionally, the National Organic Program (NOP) of USDA. Accompany every delivery with GOTS transaction certificates.	Annual questionnaire for the update of GOTS certificates.
		RM Other cotton-based and/or cotton-enhanced material suppliers	Supply as organic or other environmentally and/or socially "preferred" schemes can be considered: <ul style="list-style-type: none"> - Recycled - Fair Trade - Cotton made in Africa (CmiA) cotton - Cotton grown to the standards set by the Better Cotton Initiative (BCI and its benchmarked equivalencies) - CottonConnect REEL cotton - REGENAGRI. Deviations from this requirement may be allowed in exceptional cases, subject to a risk assessment and approval.	Annual questionnaire for the update of relevant certificates.
		RM, P Biomass-balanced or cPCR plastic	Supply as REDcert ² and/or ISCC+ certified. Accompany every delivery with ISCC+ sustainability declaration.	Annual questionnaire for the update of REDcert ² and/or ISCC+ certificates.
		RM, P Suppliers of other materials of natural origin (e.g. bio-based plastics)	Supply with certifications for sustainable feedstocks and supply chains	Annual questionnaire for the update of relevant certificates



Annex 1 Nature requirements for direct spend¹ suppliers

Principles	Priority action	Scope	High-level requirement	Data collection
CO ₂ emission reduction	Ensuring CO ₂ emission reduction	RM, P Vendors	Set up climate targets encompassing scopes 1, 2, and 3, ideally validated by the Science-Based Targets Initiative (SBTi).	Annual Coupa questionnaire.
		RM, P, O Vendors with the highest CO ₂ impact on Ontex	Provide information about carbon intensity (CO ₂ /materials).	Request for info every 3 years.
Circularity	Ensuring recyclability and recycled content	P primary packaging	Provide information on recyclability and recycled content.	Conformity declaration.
Chemical transparency and ecotoxicity	Ensuring that substances that are dangerous to the environment are well managed or restricted	RM, P all materials, incl. primary packaging	Provide information on compliance to REACH on evaluation and control of risks using CLP ecotoxic hazard classifications and POPs on ban or restriction of the most hazardous persistent and bioaccumulative chemicals.	Conformity declaration.

Nature Policy