



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT disclosure statement

Today, our components and products are manufactured in Petzl factories in France and Malaysia, as well as by suppliers around the world. Petzl's industrial approach has always been based on meeting critical requirements for safety and product quality. This approach integrates social and environmental dimensions with the goal of developing long-term relationships with suppliers and moving forward together.

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers that do business in California to publicly disclose their efforts to eradicate slavery and human trafficking from their supply chains.

Petzl has a variety of mechanisms in place to assess and improve practices in our supply chain.

Petzl deploys a Social Responsibility program with its key suppliers with a special focus on Asia, in collaboration with an NGO, Human Resources Without Borders (RhSF). This program aims at building long-lasting partnerships based on Petzl's social and environmental responsibility requirements (see Code of Conduct). It includes:

- An evaluation phase with a special focus on transparent employee recruitment processes and feedback and complaint systems available to workers;
- An improvement phase, based on a shared action plan;
- An auditing process to verify the results of the actions. These audits are not unannounced, but are monitored by both Petzl and a third party.

At the heart of this program is the Petzl Code of Conduct. The Petzl Code of Conduct is an integral part of the sustainability policy of the Petzl group, shared with all suppliers, and is currently signed by 80% of them. It commits the suppliers to observing and complying with the following fundamental principles in all of their activities and sites worldwide:

- Working conditions – including prohibition of forced labor, harassment and abuse;
- Health and safety;
- Environmental responsibility.
- Compliance with local law

The Petzl Code of Conduct clearly states that "Evidence of the supplier's constant improvement based on this Code of Conduct will determine the continued business relationship between the supplier and Petzl". Regular visits to our suppliers by Petzl staff, using an internal audit guide, enable follow up of suppliers on CSR performance.

In 2010, the purchasing and quality teams were trained on the Petzl Code of Conduct and social and environmental evaluation in the supply chain. An update was given in 2011 on specific regions where Petzl strategically operates. Petzl plans to maintain a level of knowledge and commitment on social and environmental responsibility through regular training for employees managing suppliers.

This action with suppliers is part of Petzl broader social and environmental responsibility commitment and action plan. For more information, please check:

<http://www.petzl.com/en/who-is-petzl/social-and-environmental-responsibility>