



## CODE OF CONDUCT FOR RESPONSIBLE BUSINESS AND MARKETING PRACTICES

To sustainably make the pleasure and benefit of sport accessible to the many has been the company mission since 1976. **Food and sport are the two pillars of health**, this is why Decathlon Nutrition also wishes to propose food products adapted to every need which will promote good health for everyone.

As a global designer, manufacturer and retailer, Decathlon is fully aware of its social and environmental responsibility. Every day, we observe and listen to our users, we design products, we test, we make, we sell BUT, every day at Decathlon, we create waste, we use the Planet resources and agricultural raw material, we use energy: we do have an impact... so WE ACT.

At Decathlon we strive for responsible growth that benefits both the people and the planet. Acting within a sustainable economy is part of our company vision. Our Transition Plan 2016-2026 reflects this commitment. **We share the objectives of the Green Deal and particularly the Farm to Fork Strategy**. We fully support the European Commission to put in place regulations or to encourage companies to voluntarily **undertake commitments to tangibly improve and communicate their sustainability performance**.

Aware that the food transition is **one of the major challenges to be taken up by the World** over the next few years, Decathlon Nutrition (human) wishes to get involved in designing, producing and distributing sustainable food products.

This is the reason why we decided to sign the Code of Conduct (component 1) with 3 measurable commitments answering to the following aspirational objective : "A climate neutral food chain in Europe by 2050".

### **Commitment #1- Supplier's CO2 emissions**

*Our motivation : acting on the product processing stage is a significant lever for reducing our environmental impact as we are in direct relation with our manufacturers.*

90% of our purchasing volumes are produced from suppliers autonomously monitoring their CO2e emissions by 2022

90% of our purchasing volumes are produced from suppliers who have defined their CO2e reduction objectives in line with the SBTi criteria by 2022, and have a validated plan to reach their target.

90% of our purchase volumes are produced from suppliers who only use renewable electricity by 2026

Zero coal consumption at our level 1 supplier by 2026



### **Commitment #2 - Environmental impact of our products**

*Our motivation : to reduce our carbon footprint, the first step must be the environmental evaluation of our products. As well we can identify the important levers for reducing these impacts.*

By 2022, we evaluate the environmental impact of the DECATHLON food products which represent 80% of turnover with the Life Cycle Analysis method.

### **Commitment #3 - Packaging components**

*Our motivation : because it is the first element that the consumer sees, the packaging is a relevant part of food products. That is why it is important for us to include the packaging in our environmental approach. For sport nutrition, the packaging is often a significant part of the product as it is part of the user experience. Packaging and recipes are both evaluated in LCA.*

83% of our packaging components are ecodesign (recyclable single-materials packaging (except plastic) ; or 100% recyclable plastic ; or easily separable materials) by 2025.

**Beyond these three ambitious commitments, we undertake to follow and implement, within our areas of responsibility, the aspirational objectives described in the Code of Conduct.**

*This pledge is an ever-evolving process: the lessons we've learned from our experiences, as well as developments in science, methodologies, European regulations and the issues themselves could require some updates. If such changes occur, we commit to disclose all relevant information.*