



CODE OF CONDUCT

*For Business Partners , Providers and Suppliers
Out of production(*)*

(*): for production suppliers [see](#)

In Decathlon, our purpose is to sustainably make the pleasure and benefits of sport accessible to the many.

We commit to do so respecting our values of Responsibility & Vitality and promoting Ethics, and Sustainable Development in all our activities.

Therefore Decathlon is adhering to the principles of

- * Universal Declaration of Human Rights,
- * International Labour Organisation's Declaration on Fundamental Principles and Right at Work,
- * UN Guiding Principles on Business and Human Right,
- * United Nations Convention Against Corruption (UNCAC)
- * OECD standards and principles for responsible business conduct,

And all applicable national and international rules relating to ethical and responsible standards of behavior, including, without limitation:

1. Anti-corruption laws (the French anti-corruption laws including loi Sapin II, the U.S. Foreign Corrupt Practices Act of 1977, the UK Bribery Act, and any other law, rule, regulation or other legally binding measure with similar effect (i.e. related to the prevention of bribery, corruption, fraud or similar or related activities),

2. Fiscal and tax, trade and competition control laws,
3. Human rights and environmental protection laws including the French law on the duty of vigilance, UK and Australia Modern Slavery Act, Dutch Child Labour Due Diligence Law;

Consistent with these values and principles, Decathlon is committed to share them and engage its suppliers, service providers and business partners.

This Code of conduct defines the minimum standards, explained below, of fair, safe and healthy working conditions, environmental management, and prevention of corruption.

It is the suppliers, service providers and business partner's responsibility to achieve, maintain and share these standards with their employees and direct ecosystem and to enforce them within their supply chain.

Should any confusion or discrepancy arise between provisions of local, national or regional laws, and the Code of Conduct, the position of Decathlon Group is to apply the most stringent one.



Being responsible means acting with integrity and honesty while respecting the laws of the countries in which we are based.

Corruption, in all its forms, is criminal behaviour, banned in France and in all the countries in which we are present.

In terms of corruption, Decathlon adopts an approach based on the principle of zero tolerance. A Decathlon teammate must never ask for or accept any gift or an advantage, whatever form this takes. Moreover, a teammate must refuse any invitation to go on a trip or to attend a cultural event.

Decathlon expects from its suppliers and service providers to act with integrity and to have a responsible behaviour in their business relationships.

Furthermore, a Decathlon teammate must refuse any invitation to attend a sporting event whose aim is not exclusively for professional purposes.



Working Hours, Wages and Benefits

Decathlon expects suppliers, providers and business partners to regularly monitor working hours to ensure the safety, health, and welfare of employees. Except in special or emergency situations, it's required to limit working hours to no more than 60 hours per week, including overtime, and each employee must be entitled to at least one day off for every seven-day work period. In all circumstances, working hours must not exceed the maximum amount permitted by law. The compensation provided to employees must be regular, punctual, include overtime pay and benefits, and respect all applicable laws.



Child Labour

Decathlon does not tolerate the use of child labor. Its suppliers and service providers must ensure they do not employ, directly or indirectly, any child under 15, and that they are implementing all the means to prevent it.

Between 15 and 18, young employees must not perform work which, by its form or its circumstances, is likely to compromise their health, safety or moral integrity.

Forced Labour

Decathlon suppliers, service providers and business partners must not use forced labor. All work must be voluntary, and employees must be free to leave the workplace after completing their standard working hours, or to leave work and terminate their employment or other work status respecting legal and reasonable notice.

Any direct or indirect:

- Bonded labour : physically or morally bonded through loans, deposits or illegal fees
- Forced labour : prison labour, forced labour under punishment or personal document confiscation threat
- Human trafficking are totally forbidden.

Contracted labor can't be abused and any practice to facilitate or contribute forced labour is prohibited.



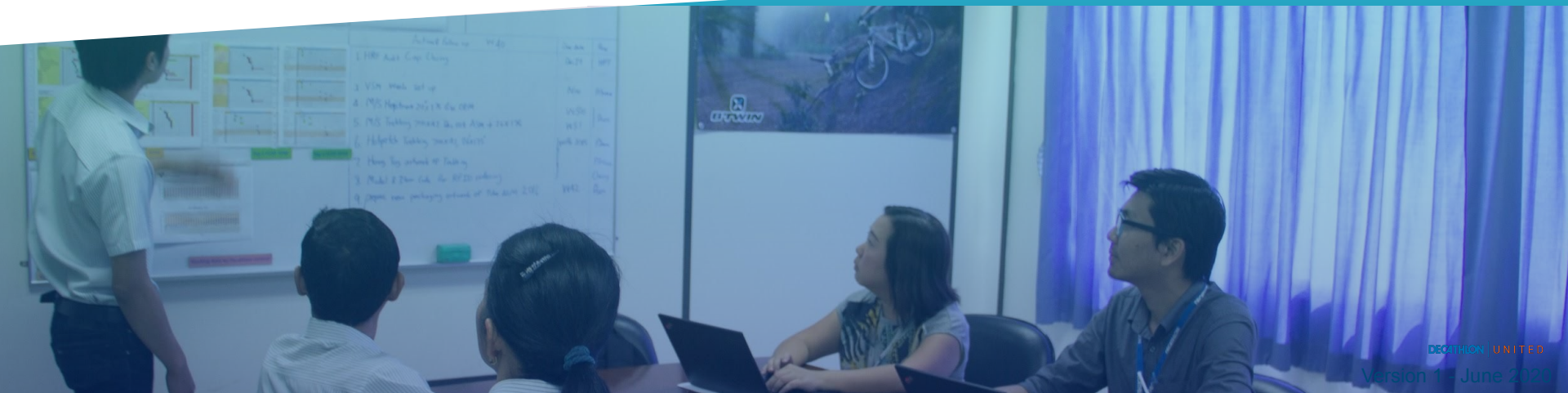
Freedom of association

Decathlon suppliers, service providers and business partners must respect the right of employees for freedom of association and collective bargaining. They should not prevent or discriminate against any employee to involve in any association.

Respect and Dignity

Decathlon suppliers, service providers and business partners must treat their employees with fair and respect.

They should ensure in the workplace, there is no harassment, moral or sexual, or any form of behaviour, including gestures, language and physical contact, that is sexually coercive, threatening, abusive, insulting.




Discrimination and Gender Equity

Decathlon suppliers, service providers and business partners must not resort or allow discrimination in recruitment, employment, retirement or leave policies on the basis of race, religion, beliefs, gender, marital or maternal status, age, political involvement, national origin, disability, sexual orientation, or any other basis. They should engage in favor of gender equity at workplace, giving equal opportunities to all their employees.



Health and Safety

Decathlon suppliers, service providers and business partners must offer a safe and healthy working conditions and means for their employees, on their own site and/or during their service.



Decathlon expects from its suppliers, service providers and business partners to protect people and the planet.

Therefore they must adopt concrete measures to reduce their negative impacts on the environment on a local scope depending on their activity (air pollution, water pollution, energy reduction etc) or global scope such as greenhouse gas emission , resource depletion, biodiversity and ocean protection.

They also need to comply with their sector global and local regulations.

Partners engaging in business related to animals should emphasize animal respect and welfare in their operations .





Aligned with the principles detailed in this code, Decathlon has implemented a platform to report on any violation of these principles, or any event or behaviour contrary to the ethics and values to which Decathlon subscribes.

It guarantees the confidentiality, the respect and the protection of the whistleblowers while dealing with alerts.

WHISPLI: <https://decathlon.whispli.com/>