

**MY ORANGE RESPONSIBLE BUSINESS CONDUCT (RBC) WORKING GROUP  
INTRO TO CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE**

As at: 11 June 2024

## About the CSDDD

On 24 May 2024 the European Council formally adopted the Corporate Sustainability Due Diligence Directive (CSDDD). This directive makes due diligence mandatory for large companies operating on the European market. Due diligence is an ongoing process that helps your company identify risks to human rights, labour rights and the environment. The aim is to stop, prevent or mitigate these risks. Both in your own operations and throughout the supply chain.

The directive will affect companies of more than 1,000 employees with a net turnover of more than €450 million, and their activities ranging from the upstream production of goods or the provision of services, to the downstream distribution, transport, or storage of products. Companies affected by the legislation will have to take and implement a risk - based system to monitor, prevent or remedy human rights or environmental damages identified by the directive.

The directive requires companies to ensure that human rights and environmental obligations are respected along their chain of activities. If a violation of these obligations is identified, companies will have to take the appropriate measures to prevent, mitigate, bring to an end or minimise the adverse impacts arising from their own operations, those of their subsidiaries and those of their business partners in their chain of activities. Companies can be held accountable for the damage caused and will have to provide remedy. Companies within the scope of the directive will also have to adopt and put into effect a climate transition plan in line with the Paris agreement on climate change.