

Supply Chain

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Regulatory compliance is a foundational element of asmodee's supply chain strategy. All products must meet applicable environmental, health, and safety standards across jurisdictions. To ensure this, we conduct a systematic risk-based analysis to identify nearly all Tier 1 suppliers, with a particular focus on those operating in high-risk regions. Our oversight extends beyond first-tier partners: audits also cover Tier 2 suppliers, responsible for critical components in our products.

Aligned with asmodee's Supplier Code of Conduct, all suppliers are required to adhere to relevant local and international environmental regulations. This includes demonstrable actions to:

- Improve site-level environmental performance
- Implement waste reduction and recycling measures
- Reduce greenhouse gas emissions
- Increase use of renewable energy sources
- Safely manage hazardous chemicals

To reinforce these commitments, asmodee mandates annual third-party social audits for all Tier 1 and Tier 2 suppliers located in at-risk countries. These audits are conducted under globally recognized frameworks, such as ICTI, BSCI, SMETA, or SA8000, and include requirements for corrective action plans where deviation is identified.

Through this integrated approach—combining policy alignment, rigorous monitoring, and proactive engagement—we aim to ensure ethical and sustainable practices are upheld throughout our extended value chain.

Raw Material Scoring and Responsible Sourcing

Asmodee requires the use of FSC-certified materials from all suppliers involved in the production of its published games. The group aims for 100% FSC compliance by the end of 2025, reinforcing its commitment to responsible sourcing. Packaging materials must also comply with strict sustainability requirements, and water- and vegetable-based inks are used to reduce chemical impact.

Chemical Safety

Asmodee conducts comprehensive chemical identification and product testing to ensure compliance with current chemical safety standards globally. Through a structured testing program, we have significantly reduced chemical-related risks. While Asmodee games do not contain hazardous chemicals requiring consumer disclosure, chemical safety remains a critical internal control area.

Packaging and Plastics Reduction

Asmodee is actively engaged in sustainable product design, with ongoing initiatives such as reducing PVC and single-use plastics from packaging and components. Key actions include the replacement of shrink wrap and the adoption of stickers to seal boxes instead. Tray designs are also being optimized to reduce material use, and paper- or sugarcane-based trays are being piloted to replace virgin plastic inserts.

These steps support the goals set out in the Planet pillar of Asmodee's sustainability strategy, which commits to advancing environmental responsibility throughout the value chain.

Product Safety and Quality

Asmodee is not ISO 9001 certified but has established a robust internal quality assurance and compliance framework. This includes precautionary product testing, particularly for children's games such as Dobble and Spot It!, as well as full compliance with EU toy safety standards.

Although ISO certification is not universal across all suppliers, more than 80% of Tier 1 suppliers meet ISO 9001 requirements, and asmodee continues to explore industry-relevant alternatives. Furthermore, yearly training is conducted for all employees on the quality team, reinforcing regulatory watch on standards evolution and global requirements.