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## ETHICAL SOURCING POLICY

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This policy is designed to ensure that the Company buys its products from suppliers that can demonstrate awareness and adherence to relevant and appropriate social and ethical standards and that they meet or exceed these standards. We will also seek to ensure supplier awareness of the impact of their operations on the environment and will encourage the monitoring of any such impacts with a view to implementing minimisation measures. The Company will also take reasonable and practical steps to monitor supplier activity in order to ensure that standards which could impact adversely upon the local or global environment are not compromised.

### Basic Human Rights

This policy covers the following areas of accountability:

- Child labour: No workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention.
- Forced labour: No forced labour, including prison or debt bondage labour; no lodging of deposits or identity papers by employers or outside recruiters.
- Health and Safety: Provide a safe and healthy work environment; take steps to prevent injuries; regular health and safety worker training; system to detect threats to health and safety; access to welfare facilities and drinking water.
- Freedom of Association and Right to Collective Bargaining: Respect the right to form and join trade unions and bargain collectively.
- Discrimination: No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment.
- Discipline: No corporal punishment, mental or physical coercion, or verbal abuse.
- Compensation: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families.

### Legal Requirements

All of our suppliers must, in all activities, obey national and regional statutory requirements in the countries in which they are operating. Should any of the requirements stated in this document be in violation of the law in any country or territory, the local law should always take precedence. Audit of the approved company suppliers will be carried out annually.

**Name:** Oliver Hazell

**Signature:**

A handwritten signature in black ink, appearing to be 'OH', written over a horizontal line.

**Position:** Managing Director

**Date:** 10<sup>th</sup> January 2024