



Pentland Brands

Corporate Responsibility Charter

At Pentland we believe that business should be conducted honestly, fairly and with respect for people, their dignity and their rights. We believe that through establishing fair and ethical working practices, we can promote and create a climate of ethical conduct and integrity through all that we do. Good governance, effective risk management and robust legal and regulatory compliance are essential to ensuring we continue to do business in the right way.

We expect our partners, whether they are distributors, licensees, suppliers or the affiliates that we work with, to adhere to and promote our principles which cover the key areas below.

Business Ethics and Governance

We will not tolerate corruption, bribery and unfair anti-competitive actions and expect those who work with us to:

- Comply with applicable legal, regulatory and accounting requirements including but not limited to competition, procurement and finance laws;
- Never offer or accept any undue payment or other consideration, directly or indirectly, for the purpose of inducing any person or entity to act improperly or contrary to their prescribed duties or function;
- Act in a responsible manner in relation to their tax affairs;
- Have controls in place to ensure adequate levels of data protection for clients, employees and the wider supply chain; and
- Support and participate in our auditing of suppliers against the standards and principles contained within this declaration.
- Ensure that no sub-contracting takes place without prior written approval of the Pentland CR team.

Environment

- Pentland Brands is an AFIRM partner and prohibits the use of chemicals which would be dangerous to the environment and and/or people. We expect our partners to follow our restricted substances list.
- We encourage partners to understand their dependency on the natural environment. Throughout the supply chain, partners must do their utmost to reduce energy and water consumption and waste, ensuring that any discharges to water resulting from their activity are monitored, controlled and treated before being released or evacuated.

People

- All partners must have in place effective health and safety management systems, appropriate for the nature and scale of their business and the goods, works or services they provide, ensuring compliance with health and safety law generally, as well as standards and codes specific to their industry.
- We expect all businesses in our supply chain to respect their people and to offer a safe workplace that is free from harm, intimidation, harassment or fear.
- Irrespective of the applicable legal obligations we expect all partners to adhere to the ILO Core Conventions on Human Rights.
- We are committed to promoting equal opportunities to all our employees, customers and partners. We expect our supply chain to treat all people equally, with respect and dignity. We do not discriminate, nor do we tolerate discrimination on the grounds of age, colour, disability, ethnicity, gender, marital status, sexual orientation, religion, faith or on any other unjustifiable or illegal grounds.
- We expect all our partners to respect their employees' right to freedom of association and collective bargaining.

For further clarity on our expectations, we make our policies and standards publicly available and they can be found at <https://pentlandbrands.com/standards-and-policies/>:

Our Standards
Child Labour and Young Worker Policy
Migrant Worker Policy
Homeworking Policy
Restricted Substances List
Ethical Materials Policy

By signing this charter, you confirm that you have read, understood and agree to adhere to Pentland Brands' standards and policies. Failure to do so will be a breach of our trading conditions and we reserve our right to terminate our contractual relationship with you if you are in breach.

Signed _____

Date _____

Print Name _____

Company Name _____

Company Address _____