

## Group Principal Policy: Certification and Traceability

As part of our end to end supply chain, our Camellia Group companies (together referred to as the “**Group companies**”) are required to meet the highest requirements of their customers and suppliers in terms of certifications and traceability. We therefore want to ensure that those people with whom our Group companies deal live up to our Group values and standards and share that responsibility. Accordingly, customers, suppliers and representatives should (where applicable) comply with the principles set out below and be compliant with all local laws.

Our Group company principles are as follows:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- Working hours, wages and overtime are paid in compliance with legislation and collective bargaining agreements (CBAs).
- No discrimination is practised.
- Confidentiality.
- No bribery or corruption will be tolerated.
- Environmental management.
- Quality.
- Auditability.

The operational leadership team at each Group company is responsible for implementing and maintaining effective policies and procedures in order to achieve compliance with this policy. Each Group company has nominated an individual with specific responsibility for certification and traceability.