

## GROUP PRINCIPAL POLICY: CERTIFICATION AND TRACEABILITY

As part of our end to end supply chain, our operations are required to meet the highest requirements of our customers and suppliers in terms of certifications and traceability.

We therefore want to ensure that those people with whom we deal live up to our 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 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 CBAs
- No discrimination is practised
- Confidentiality
- No bribery or corruption will be tolerated
- Environmental management
- Quality
- Auditability

The responsibility for achieving compliance with this policy is devolved to the leadership of each operation. Each operation has nominated an individual with specific responsibility for certification and traceability.