

## **PZ Cussons plc**

### **Slavery and Human Trafficking Statement for the year ended 31 May 2021**

This Statement is made pursuant to Section 54 of Part 6 of the UK Modern Slavery Act 2015 and sets out the steps which we have taken during the financial year ended 31 May 2021 to ensure that all parts of our business and our supply chains are free from slavery and human trafficking.

This statement covers PZ Cussons plc and its affiliates and subsidiaries within the UK and overseas (the "Group").

#### **Introduction**

Our approach to business is encapsulated in our purpose, principles and values which seek to create sustainable value for all of our stakeholders, including our shareholders, customers and consumers, business partners, local communities and our employees. We believe that sustainable, long term value is only possible in an environment which is open, honest and fair and which treats all stakeholders with respect and integrity.

The integrity of our supply chains, supported by our supplier code of conduct and procurement policies, help us to ensure that we do not engage directly or indirectly with slavery or human trafficking. This is a priority for the Board of Directors and the Group as a whole.

#### **Our organisational structure, business and supply chains**

PZ Cussons plc is a UK-headquartered, FTSE-listed international consumer products business which operates in selected markets in Africa, Asia, Europe and North America. We produce, market and sell market leading, trusted brands in the personal care, beauty, home care, baby, and electricals categories.

The Group manufactures products in each of its categories in its own factories across multiple countries. In addition, a proportion of total sales is derived from finished goods which are manufactured by third parties. The Group is reliant on a wide range of raw materials for the production of its products, both within its own manufacturing processes and the wider supply chain. Respect for human rights is a non-negotiable part of the way we do business and we only work with suppliers that support us in this. To that end, we ensure that we communicate this to our suppliers, we seek specific contractual terms requiring that they uphold these principles and we conduct due diligence on our counterparties to ensure that they have appropriate policies and procedures in place.

#### **Our policies and standards**

The Group maintains written policies, including our Code of Ethical Conduct and our Supplier Code of Conduct, which strictly prohibit the use of slavery or human trafficking in our supply chain. We respect and uphold international laws and conventions, including International Labor Organization Conventions and the United Nations Convention on the Rights of the Child. Our supply chain policies and our Group business principles commit us to having no involvement in forced labour, child slavery or any practice which is exploitative of children or exposes them to risk of harm. We will not work with third parties who are involved in any such practices.

Our procurement policies, including our supplier code of conduct, contain guidance for the

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Group's procurement team on our ethical principles, rules, policies and appropriate business practices. We seek to ensure that our suppliers confirm their compliance with all relevant laws and regulatory standards in all countries in which we operate as part of our legal contract or terms of business with them. In addition, we may also request copies of our suppliers' relevant policies and training schedules in order to assure ourselves that they are living up to the commitments they make to us. We also strongly encourage our suppliers to make the same conditions part of their business with other parties and contractors.

We have a zero-tolerance policy to working with anyone that is involved in any illegal or unethical conduct, such as human trafficking, child labour or the use of slavery. We only work with suppliers who fulfil their obligations in the workplace so that all workers have a safe place to work, protection of employment contracts and the freedom to join unions. This is requirement for all of our suppliers.

The Group has established a whistleblowing system which is available to all employees, contractors, directors, and third parties and we actively encourage them to raise confidentially (and anonymously, if desired) any concerns or issues related to business conduct or activities, including in respect of slavery or human trafficking. This is in operation in all countries where the Group operates and is periodically reviewed, updated and promoted. Our whistleblowing policy explicitly protects everyone who makes a good faith report against reprisals of any kind.

We comply fully with legislation relating to the limitation of working hours and minimum pay in all countries where we operate.

#### **Due diligence and assessment of risk**

We seek to only do business with companies which have values and standards which are consistent with our own, including working to cascade these expectations throughout their own supply chain.

We maintain a global audit programme across third party manufacturing suppliers with audits planned on a 2-3 year cycle or more frequently if issues or concerns have been identified or if an improvement action plan has been agreed with the supplier. Our preliminary risk assessment is based upon geography (including an assessment of countries considered to be at higher risk of slavery or human trafficking), the commodity purchased, supplier performance and the nature of the business transaction. For the avoidance of doubt an action plan would not be considered for any supplier found to be in violation of the law: we would immediately stop working with the supplier and make any appropriate reports to the necessary authorities.

#### **Effectiveness reviews and performance indicators**

We periodically review our relationships and audit our suppliers to make sure that our suppliers remain in line with our values and the law, particularly recognising legislative changes and the need to reflect cultural developments.

#### **Training and building capability**

Our policies, including our Code of Ethical Conduct and our Supplier Code of Conduct, provide practical guidance and advice in respect of a range of potential situations and real-life examples. All of our employees know that they have a role to play in the integrity of our supply chains and

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they all receive and have access to relevant policies and undertake appropriate training based on their particular jurisdiction and role. All of our employees are made aware of our whistleblowing policy and we encourage and support all of our employees to identify any suspected misconduct, including violations of labour laws or unethical labour practices.

Where our audits identify any concerns or areas for improvement, we work actively with our suppliers to apprise them of our expectations and the reasons for our approach and to help them develop their own standards and policies to match our own.

This Statement is approved by the Board of Directors.

[Signed]

Jonathan Myers

Group Chief Executive

20 July 2021