



**PZ Cussons plc**

SUSTAINABILITY CHARTER

**Document History**

Approver	Comments
Document Approver	Kevin Massie – General Counsel Joanna Gluzman – Chief Sustainability Officer
Approval Date	
Next review date	

**Document Review**

Reviewer	Comments
Name	

**Version History**

Date	Version	Updated by	Change Details
March 2022	1.0	Joanna Gluzman	Final Version

**Document Classification: Internal**

# SUSTAINABILITY CHARTER

## 1. Purpose

- 1.1 The purpose of this charter is to provide clarity on the sustainability principles we adhere to at PZ Cussons and to aid decision makers in operational roles to make choices that align with our ethos and priorities.

## 2. Our commitment

- 2.1 The PZ Cussons is committed to running its business in a responsible, environmentally sound and sustainable manner. Care for people and planet is one of our key responsibilities and an important part of the way in which we do business.

Throughout our global operations we regard compliance with the law as the minimum standard to be achieved and will put in place additional environmental and social programmes to go beyond compliance where appropriate.

## 3. Who does the Charter apply to?

- 3.1 The Board of PZ Cussons plc and the Executive Leadership Team have committed themselves to this Charter and its implementation throughout the Group.
- 3.2 This Charter applies to the whole Group, in every jurisdiction, including all full-time, part-time, temporary, seasonal or other employees (including work experience and trainees) (“Employees”).

## 4. Sustainability Principles

- 4.1 Our principles have been chosen, and are regularly reviewed, to ensure that our actions effectively implement our ethos and values; they are:
- To comply with all relevant environmental and human rights legislation, regulations and approved codes of practice
  - To take significant environmental aspects and impacts into account throughout our operations, maintaining a robust environmental management process at each factory and location
  - To ensure that environmental and social issues are properly assessed and considered when key decisions are taken about supply chains, processes and new product development
  - To establish and measure the significant environmental impacts of our operations, set targets for performance improvements and monitor progress against those targets in areas including but not limited to energy, greenhouse gas emissions, water usage / quality, waste, deforestation and responsible supply chain practices
  - To use energy and natural resources wisely and efficiently, eliminate and minimise waste, impact on bio-diversity and re-use and recycle where practical
  - To engage with our suppliers, customers and other stakeholders on environmental issues, including the sustainability of our raw and packaging material supply chains

- To ensure that employees have a level of knowledge and understanding appropriate to their environmental responsibilities and are aware of actions they can take to reduce their impacts
- To conduct an annual review, including progress against targets, and to make that review publicly available in our Annual Report. Specific goals are available on <https://www.pzcussons.com/sustainability/>

## **5. Responsibilities within PZ Cussons**

- 5.1 The Chief Sustainability Officer (CSO) is the executive with specific responsibility for the Company's sustainability charter and performance.
- 5.2 The Board's ESG committee oversees and monitors progress against goals and strategic direction. is responsible for ensuring that appropriate internal control is in place to provide reasonable assurance of prevention and detection of fraud.
- 5.3 The Sustainability steering group ensures that operations reflect the sustainability goals set by the company.