

PZ Cussons plc

Human Rights Position Statement

1. Purpose

PZ Cussons plc, together with its affiliates and subsidiaries, (“PZ Cussons”, the “Group”, “we” or “our”) champions the wellbeing of people, families and communities everywhere. Respecting human rights is paramount to the way in which we manage our business globally and we hold ourselves to a high professional standard.

Our mission is simple:

- **FOR EVERYONE:** we champion the wellbeing of all people including our employees, business partners and consumers.
- **FOR LIFE:** we protect life, prevent harm, and eliminate waste, now and for generations to come.
- **FOR GOOD:** we strive always to uphold the highest standards, because it’s the right thing to do.

We recognize the key role businesses play in respecting human rights and preventing abuses, and as a company operating in multiple markets we are committed to both the wellbeing of people and the preservation of the planet.

Our approach is guided by applicable laws, our own policies and the following:

- Universal Declaration of Human Rights / International Bill of Human Rights;
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work;
- United Nations (UN) Guiding Principles on Business and Human Rights; and
- Organization for Economic Cooperation and Development OECD Guidelines for Multinational Enterprises.

2. Approach

Our commitment to respecting and promoting human rights applies to PZ Cussons, our internal workforce, suppliers and business partners. We aim to do business with people that share our values and commitments.

We comply with applicable laws as a minimum. Where some countries’ legal standards do not hold companies and individuals to the high standards we set for ourselves in relation to human rights and environmental protections, we will endeavour to promote and respect our own standards and international human rights norms, even where they exceed legal obligations.

3. Internal workforce

At PZ Cussons we lead by example, demonstrating our values of integrity and respect. We prohibit the use of underage, forced or bonded labour and we respect fundamental labour rights and international labour standards, including those guaranteeing minimum wages, regulated working hours and freedom from harassment and discrimination. We expect the same standards from our business partners.

We are proud to have a diverse global workforce and all of our employees choose to work with us and are all treated with dignity. Our employment practices are transparent and employees (and contractors) are protected by our internal policies, as well as all applicable laws, including employment laws and laws against discrimination. Our employees are free to leave employment with us at any time in line with their employment contracts.

We have a Code of Ethical Conduct (the “Code”) which is published on our website and which sets out our ethical principles and the behaviours expected across the business. The Code applies to all employees, contractors, directors and senior management as well as suppliers, agents, consultants and advisers. The Code prohibits all violations of human rights and, in particular, offers employees protection from harassment (no employee shall be discriminated against on any grounds).

The Code also details the procedures for dealing with any issues raised by employees and encourages employees to speak up about any concerns that they have and offers protection against any retaliation.

4. Supply chain

To make sure that our suppliers align with our principles we require that our suppliers and other business partners, including recruitment agencies, sign up to our Supplier Code of Conduct that requires them to verify legal employment eligibility before selecting their employees to ensure no usage of slavery, or prison, bonded, child, or forced labour of any kind.

At a minimum, suppliers commit to comply with local laws regarding wage, freedom of association and working hour issues, as well as ensuring all legally mandated benefits are being provided, including those related to maternity, family and childcare benefits and protections. In addition, we do not tolerate discrimination of any kind and make sure that our suppliers commit to protect their employees from any form of harassment (physical, sexual, psychological or verbal) or other form of intimidation or discrimination.

5. Monitoring and Remediation

In order to remain true to our principles we regularly review and monitor our systems and controls to make sure that they are working. We screen suppliers through a preliminary risk assessment, based on geography (including an assessment of countries considered to be at higher risk of slavery or human trafficking), the goods or services to be provided, supplier performance and the nature of the business transaction. If any issues or concerns are identified, an improvement action plan will be agreed with them.

For the avoidance of doubt, we reserve the right to immediately stop working with any supplier or business partner that we consider to be in violation of applicable laws or our policies.

We have established a confidential 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, human trafficking or any human rights issues. This is in operation in all countries where the Group operates and is periodically reviewed, updated and promoted. Our whistleblowing policy explicitly prohibits reprisals of anyone who makes a good faith report.

6. Governance

Our work in this area is overseen by the Chief Executive Officer, supported by the Leadership Team including the Chief Supply Chain Officer, Chief Human Resources Officer, the General Counsel and the Chief Sustainability Officer. Board-level oversight is provided by the ESG Committee and the Audit and Risk Committee. This ensures that the tone is set from the top and all employees and business partners understand how seriously we take our commitment to human rights.

09 February, 2023