

SUPPLIER SUSTAINABILITY PRINCIPLES

At PZ Cussons, we want our business operations, products and supply chains to be sustainable: for everyone, for life, and for good. Our partnerships with our suppliers are an integral part of our sustainability approach, and we recognise the important role that our suppliers play in helping us achieve our sustainability ambitions. You can find out more about our approach to sustainability on our [website](#).

About these principles

By acknowledging these principles, we are making a joint commitment to work collaboratively and cooperate in a responsible manner. These principles sit alongside our [Supplier Code of Conduct](#), which outlines our requirements of supplier conduct and provides more detail.

These principles summarise our aspirations towards building a more sustainable business. We invite you to sign this document acknowledging your commitment to work with us in delivering these goals. Unlike our supplier code of conduct which sets out the minimum standards we will require for any supplier, these principles are voluntary and reflect our shared commitment to achieving the best standards of sustainability together.

Supplier Sustainability Principles

For Everyone

- Work to improve living wages and conditions beyond the minimum standards set out by law in the locations you operate.
- Encourage diversity, inclusion, equality and belonging in the workspace and across your supply chain.
- Respect the rights of local communities and indigenous peoples.
- Promote the health, safety and wellbeing of workers, customers, and people who live in the communities where you operate.

For Life

- Take steps to reduce greenhouse gas emissions and improve energy efficiency, supporting the transition towards a net zero future.
- Identify and manage environmental risks, including the disposal of hazardous and toxic materials, and emission of air, land and water pollutants.
- Promote sustainable resource management, including reducing the production of waste and minimising water consumption.
- Promote sustainable sourcing practices, responsible forestry and agricultural practices, and avoid the use of materials from illegal or unsustainable sources.
- Support biodiversity conservation, promote sustainable land use practices, and prevent deforestation and habitat destruction.

For Good

- Measure progress and regularly report on environmental and social performance.
- Disclose any existing or potential conflicts of interest that may arise in your operations.
- Support industry-wide initiatives which seek to bring an end to animal testing.

Acknowledged by,

Name:

Title:

Company:

Date:
