



## Concept Paints Ethical Sourcing Policy

The Board of Directors of Concept Paints accepts as an over-riding principle that, if we are to act as responsible corporate citizens and if we are to continue into the future as a successful business, our business must commit to sourcing ethically and responsibly.

We expect our suppliers to meet high standards for business integrity, labour and human rights and health and safety.

All our suppliers are required to comply with:

1. Comply with all applicable Laws and regulations, and internationally accepted standards relating to sustainability matters, including relevant International Labour Organization (ILO) Conventions and UN Global Compact Principles, covering environment, labour, human rights and anti-corruption.
2. Comply with the minimum employment age limit defined by local laws in the country of employment or by International Labour Organization (ILO) Convention 138, whichever is higher.
3. Not use illegal labour and must be able to verify the legal eligibility of their employees to work in the country of employment.
4. Not use forced, bonded or involuntary labour; this means any work or service performed involuntarily under threat of physical or other penalty, such as prison, indentured or bonded labour.

All our suppliers are required to ensure they do not engage in activities including fraud, bribery and corruption and ensure they have appropriate controls in place to prevent such activities.

All suppliers are required to notify of any potential non-conformances. Annual reviews may be undertaken based on a risk based approach.

Concept Paints will terminate supply arrangements where non-conformances are detected and insist on rectification before supply can recommence.

By applying a rigorous and consistent risk based management approach, Concept Paints is committed to continuous improvement, working to ensure our business is focused on ethical sourcing.