RESPONSIBLE SOURCING POLICY

POLICY STATEMENT

R&W Scott ("the Company") supply chain is broad and complex. We source many different materials from an extensive network of domestic and international suppliers and distributors. We recognize that our footprint extends beyond our own operational control and that, to make a positive impact, we must influence our entire value chain. Our Responsible Sourcing policy seeks to ensure ethical practices in our supply chain, reduce impact to the environment and support workers and grower communities. This aligns with our strategy for sustainability. At the core of our Responsible Sourcing policy, we embrace industry partnerships, customer engagements and customized solutions to address complex supply chain sourcing challenges. We cannot do this alone, and we rely on strong relationships with our Suppliers to share responsibility in building transparent and ethical supply chains together.

We expect all our suppliers to have responsible sourcing processes and policies in place throughout their supply chain appropriate to their size and circumstances.

The provisions within our Policy constitute minimum and not maximum standards and should not be used to prevent suppliers from exceeding these standards.

SCOPE OF THE POLICY

The policy applies to all areas of the Company business and to its direct and indirect suppliers as well as contractors. The Company requires all suppliers to observe the provisions of the Code outlined in this policy, and requires that they in turn, obtain similar compliance with its provisions from their suppliers. All parties to whom this Code applies are required to comply with applicable national and international laws. Where the provisions of this Code afford greater protection than national law, the terms of this code prevail.

The following provisions apply to all our suppliers:

1. Ethical Business Conduct
2. Human and Labour Rights
3. Smallholder Inclusion and Support
4. Environment
5. Equality, Diversity, and Inclusion

RESPONSIBLE SOURCING CODE OF PRACTICE – OUR CORE REQUIREMENTS

1. Ethical Business Conduct

1.1 Legal compliance

Suppliers shall operate in compliance with applicable national and local legal requirements. This Code sets the minimum requirements. If local, national, or international laws, regulations or rules take a more demanding position on matters contained in this Code, these shall be observed and complied with. In situations when international standards conflict with domestic laws, suppliers will seek ways to honour the spirit of international standards.

1.2. Fair competition and business dealing

R&W Scott Ltd believes in fair business dealing and competition and is committed to carry out its activities in a manner consistent with all applicable competition laws and regulations. Suppliers shall comply strictly with all antitrust and competition law.

1.3. Anti-corruption

R&W Scott Ltd prohibits suppliers from engaging in any form of corrupt practice including extortion and bribery. R&W Scott Ltd suppliers do not, directly, or indirectly, offer, promise, give, or demand a bribe or other undue advantage to obtain or retain business or other improper advantage. Gifts must never be offered or accepted if the giving or accepting entails a risk that such gift may be viewed as undue influence on business transactions or conducts by the giving or receiving party. All actions must always be consistent with applicable local laws and customary business practices. All kinds of compensation to suppliers and partners are based on verifiable supply of products and/or services only.

2. Human and Labour Rights

2.1 Fundamental labour rights

Suppliers' compliance with fundamental labour rights is based on the ILO Conventions.

- Respect the rights of all workers, including temporary, contractual, and migrant workers.
- No forced labour, including bonded, indentured, slave labour, and human trafficking.
- No child labours. Children shall be free from physical, sexual, and emotional abuse or exploitation damaging their mental and physical health.
- Follow ethical recruitment practices: This includes no payment of recruitment fees by workers and no retention of passports, contracts, or other identity documents of workers by employers.
- No discrimination on grounds of race, religion, political opinion, nationality, age, disability, gender, sexual orientation, marital status, trade union participation, HIV status, or pregnancy.
- No worker should be subject to any form of violence and harassment, including verbal, physical, sexual, and psychological harassment.
- Freedom of association and collective bargaining: This includes workers to be allowed to freely establish, join, or run groups and unions of their choice and no discrimination, intimidation, harassment, violence or unfair treatment of trade union members and leaders.

- Pay workers' wages that meet or exceed legal minimum wages considering normal working hours to achieve reasonable production targets. Any deduction made should be lawful and understood by the workers and wages shall be paid on time. All workers shall receive equal pay for performing work of equal value.
- Limit working hours according to national or international standards. Overtime shall be always voluntary and remunerated according to national and international standards, whichever is higher.
- Workers shall enjoy social security and other benefits as per the law or collective agreements. Working conditions shall be detailed in written contracts provided to workers in a language they can understand.
- Provide workers with a safe and healthy workplace, including adequate protection for vulnerable workers such as pregnant and breastfeeding women.
- When provided with housing, workers shall enjoy adequate hygiene standards, sufficient space per occupant, gender-appropriate privacy options and not be restricted, including in their freedom of movement.

2.2 Local Communities and Indigenous Peoples

- Respect the rights of indigenous peoples and local communities as protected in the United Nations Declaration on the Rights of Indigenous People. This includes, among others, rights to property, culture, self-determination, self-governance, a healthy environment, non-discrimination, and full and effective participation in the decisions that affect them.

- Identify and respect indigenous peoples' and local communities' formal and customary rights to lands, resources, and territories that they have traditionally owned, occupied, used, or administered.

- Adhere to the right to grant or withhold Free, Prior and Informed Consent (FPIC) for all new or expansions of developments, acquisitions and operations that affect indigenous peoples' and local communities' rights, land, resources, territories, livelihoods, and food security. Engage regularly with stakeholders to ensure effective participation in FPIC processes.

2.3 Human Rights Defenders and Whistle-blowers

- Commit to zero-tolerance against threats, harassment, intimidation, the use of violence, retaliation against or interference with the activities of human rights defenders, including labour, environmental and land defenders.

- Protect the confidentiality and anonymity (when requested and lawful) of human rights defenders, whistleblowers, complainants, and community spokespersons when raising complaints.

3. Smallholder Inclusion and Support

Smallholders play a key role in the production of commodity materials, palm, soya, cocoa, wood, beef, coffee, and rubber. They also face barriers to complying with requirements of NDPE policies (*No Deforestation, No Peat, No Exploitation*), such as lack of resources, training, and awareness. For this purpose, we support avenues:

• To ensure that manufacturers contribute to resilient incomes and livelihoods for families of smallholder farmers through capacity building on best management practice.

• To assist smallholders in respecting the commitments in this policy through the development and delivery of guidance, capacity building and incentives.

Except where R&W Scott Ltd has a direct commercial relationship with smallholder producers, R&W Scott Ltd will implement such actions with supply chain partners.

4. Environment

Sustainable development is fundamental to R&W Scott Ltd. The understanding of sustainable development implies not compromising the ability of future generations to meet their own needs. Suppliers are committed to contributing to sustainable development and taking due account of the need to protect the environment by striving to continuously improve environmental performance.

4.1. Deforestation and conversion of natural ecosystems

R&W Scott Ltd is committed to eliminating deforestation and conversion of other natural ecosystems from our supply chains. In accordance with legislation products must be:

- Deforestation-free. This means the relevant products cannot contain, or have been made with, commodities that were produced on land that was deforested after the cut-off date (31 December 2020).
- Products have been produced in accordance with the relevant legislation of the country of production. In addition to the EU deforestation-free requirements, companies will have to respect relevant legislation of the country of production. This legislation includes forest related regulations, environmental protection, land-use rights, third parties' rights, labor rights, human rights protected under international law, the principle of free, prior, and informed consent, as well as tax, anti-corruption, trade, and customs regulations.
- They are covered by a due diligence statement before placing relevant products on the EU market or exporting from it. The statement will have to disclose that due diligence was carried out and that no (or only negligible) risk was found that the product was grown on a plot that has caused deforestation since 31 December 2020 or has been grown illegally according to the land of production.

4.2. Climate change mitigation and adaptation

R&W Scott Ltd is committed to prevent pollution and reduce greenhouse gas emissions to meet required reduction levels in line governing legislation. R&W Scott Ltd is committed to reduce, recycle, and re-use a policy we require our supply chain to follow. Whereby environmentally friendly options are available these must be used.

4.3. No burning and correct use of agrochemicals

R&W Scott Ltd is committed to requiring suppliers to implement a no burning policy for land clearing and preparation and to the correct use and application of agrochemicals that eliminates or minimizes any potential harm to the environment or human health.

5. Equality, Diversity, and Inclusion (EDI)

Building diverse and inclusive supply chains requires collaboration among all stakeholders. R&W Scott Ltd encourages the participation of underrepresented groups, such as minority-owned, female-owned, and small businesses, in the supply chain. By consciously seeking out and partnering with diverse suppliers, organisations can foster economic growth and create a more inclusive business environment.

5.1 Supplier Commitment

R&W Scott Ltd expects the following commitment from all stakeholders within the supply chain regarding equality, diversity, and inclusion.

- Adhere to all laws and regulations surround equality, diversity, and inclusion.
- Have established policies in place covering EDI.
- Training and knowledge sharing programs for stakeholders who influence EDI.
- Working with suppliers who have policies in place governing EDI.
- Where relevant, consider the relevance of equality to your individual contract and make sure you comply with relevant requirements.

NON-COMPLIANCE

If the Company becomes aware of a responsible sourcing related issue with one of its suppliers, the Company reserves the right to termination of a contract and/or agreement with a supplier.

MAKING THIS POLICY WORK

We continuously review our policies and procedures in light of the introduction of new legislation and best practice. The Company encourages its employees to report in confidence any concerns relating to the activities of the business. For further information please refer to the Company's Whistleblowing Policy.

The Company undertakes due diligence when taking on new suppliers and our procurement teams undertake regular reviews against set criteria, our intention is to review our current selection, assessment, and monitoring processes to ensure responsible sourcing is at the forefront.

Catherine Prentice, Head of Procurement
Date: January 2026