

J. A. Russell Ltd

Supplier Code of Conduct

Last Updated: November 2020

Purpose

J. A. Russell Ltd is committed to carrying on business in a responsible, safe, sustainable and ethical manner - in compliance with all applicable laws. We want to engage with suppliers who share these commitments. This Supplier Code of Conduct outlines the expectations we have of our suppliers. We also expect our suppliers to extend these expectations to their own supply chains.

Ethical behavior

We expect our suppliers to:

- operate with integrity and comply with all applicable laws, regulations and ethical standards of all the countries where they are doing business
- not engage in any form of corruption
- be transparent about their practices and impacts
- provide appropriate documentation to substantiate their ethical, social and environmental performance as may be reasonably required from time to time.

Labour and Human Rights

We expect our suppliers to:

- adhere to international human rights standards
- uphold international labour standards (including discrimination, equal opportunities, working hours and child labour standards) for all their employees
- comply with all local employment laws and engage staff under fair employment conditions
- ensure all products or services supplied to us are manufactured or provided under safe and healthy conditions
- ensure employment is freely chosen and that employees have freedom of association and negotiation.

Health and Safety

We expect our suppliers to:

- ensure the health and safety of all people in their workplaces and comply will all applicable health and safety laws
- understand the health and safety related risks they manage and have controls in place to eliminate or reduce these risks as far as reasonably practicable
- have systems and procedures in place that support an “everybody goes home safe and well” culture in their workplaces

- work with us to collectively improve health, safety and wellbeing for all, through a culture of open communication and mutual learning and improving.

Environmental Sustainability

We expect our suppliers to:

- conduct their business in accordance with all applicable laws and regulations regarding the protection and preservation of the environment
- continuously improve the sustainability of their business practices by identifying and implementing initiatives to minimise environmental pollution and improve environmental protection (including by using less, wasting less and recycling more)
- strive to ensure that all products supplied to us are sustainably manufactured in an environmentally responsible manner
- take all reasonable efforts to ensure that all packaging supplied to us is sustainably sourced, made from recycled materials and, where-ever possible, recyclable.

Corporate Social Responsibility

We encourage all of our suppliers to be good corporate citizens and contribute positively to their communities.

Our Approach to this Code

Where appropriate, our intent is to work collaboratively with our suppliers to help them develop their capability to meet the expectations set out in this code.

Where requested by us, our suppliers need to be able to provide appropriate documentation to demonstrate their compliance with this code. Where a supplier is not complying with any part of this code, the supplier must promptly notify us of this.

We take this code seriously and where a supplier is not able to demonstrate compliance or good progress towards conformity with the expectations set out in this code, this may impact on our willingness to purchase the supplier's products or services.