

# Supplier Code of Conduct

Bathroom Brands reputation for conducting business in an ethical manner is a fundamental requirement for our business, stakeholders, and customers. With Sustainability in mind, sound business ethics and long-term relationships, through honesty, integrity and respect for international laws and regulations are important elements in support of this objective.

Bathroom Brands expects that our suppliers ensure the spirit of our Supplier Code of Conduct is communicated to employees and subcontractors and that it is done in the local language and in a manner that is understood by all.

- **Ethical Business Practices:** Suppliers must adhere to high standards of integrity, honesty, and ethical behaviour in all business dealings, including compliance with all applicable laws and regulations, and refraining from engaging in any form of bribery, corruption, or other unethical business practice. They should implement anti-corruption policies and procedures to prevent such activities occurring within their organization.
- **Labour Practices:** Suppliers must uphold fundamental labour rights, including fair wages, safe working conditions, freedom from discrimination and harassment. Child labour and forced labour and human trafficking are strictly prohibited.
- **Environmental Responsibility:** Suppliers must strive to minimize their environmental impact by implementing sustainable practices, reducing waste, and conserving natural resources. Compliance with relevant environmental laws and regulations is mandatory.
- **Quality and Safety:** Suppliers must provide products and services that meet or exceed agreed-upon quality and safety standards. This includes ensuring product reliability, safety testing, and compliance with relevant industry certifications.
- **Supply Chain Transparency:** Suppliers must maintain transparency throughout their supply chain, providing accurate information regarding the origin of materials, subcontractors, and any potential risks related to social, environmental, or ethical factors.
- **Confidentiality and Intellectual Property:** Suppliers must respect the confidentiality of Bathroom Brands Limited's proprietary information and intellectual property rights. Any confidential information shared during the course of business, must be safeguarded and used only for authorized purposes.
- **Community Engagement:** Suppliers are encouraged to actively engage with and contribute to the communities in which they operate. This may include supporting local initiatives, charities, or social programs that promote positive social impact.
- **Continuous Improvement:** Suppliers are expected to continually assess and improve their performance in line with this code of conduct. They should actively seek feedback, implement corrective actions, and strive for ongoing improvement in all aspects of their operations.
- **Compliance and Reporting:** Suppliers must acknowledge and comply with this code of conduct and promptly report any violations or concerns to Bathroom Brands Limited for appropriate action
- **Audits and Corrective Actions:** Bathroom Brands reserves the right to perform audits or inspections upon provision of reasonable notice to verify compliance with the requirements set out within this Code of Conduct

By adhering to these principles, Bathroom Brands Limited and its suppliers can collaborate effectively while upholding shared values of integrity, responsibility, and sustainability.