



L'ORMARINS GROUP PERSONNEL POLICY

1. Ethical Policy

1.1 The Company is committed to conducting its business in an ethical manner and in full compliance with / of all applicable laws. The Company is also an equal opportunity employer and supports the national labour initiatives and relevant labour legislation and is committed to the implementation of fair / ethical labour practices.

1.2 The Company therefore strives to continuously adjust to changing circumstances and to create a work climate enhancing the welfare of all stakeholders.

1.3 Our values: **Honesty, Loyalty, Respect, Trust, Passion and Integrity** are all guiding principles in our business dealings. Our ability to achieve the challenging business goals we set for ourselves depends on each and every one of us being committed to these values. These values apply wherever we do business around the world, in conjunction with the local laws and regulations.

1.4 The aim of the Company is to ensure that all employees employed by the Company or working within the Supply Chain to the Company, are employed in conditions that meet or exceed the Ethical Trading Initiative (ETI) base code.

1.5 This will be achieved by:-

- a) Providing the resources and training for identified personnel to implement the Company Ethical Policy and to develop their skills in the areas of ethical trading.
- b) Senior management involvement in the implementation and the management of the Ethical Policy
- c) Providing all employees with a confidential means of reporting violations of the ETI base code via the grievance procedure and/or whistleblowing facility, (see policy HRSP019 regarding whistleblowing, bribery, fraud and corruption; and HRMP-02 for the grievance procedure.)
- d) Conducting third party ethical audits and adhering to recommendations arising from these audits.
- e) Seeking to source products, services and supplies from companies that observe, as a minimum, the standards of the ETI base code.
- f) Encouraging suppliers who do not comply with the ETI base code to work towards compliance.
- g) Communicating this policy to all suppliers, employees and sub -contractors via Company notice boards, intranet and the Company website.
- h) Monitoring changes to the ETI base code and other relevant legislation and communicating any changes to those who may be affected.

Personnel policy / Separate Policies: Ethical Policy	Revision 02	Doc Number : HRSP001	Date: 28/11/2022
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