



Responsible Sourcing Policy



Introduction

Our extended supply chain, comprising tens of thousands of suppliers who provide us with goods and services in our different markets, is an integral part of our ability to provide safe, delicious and nutritious food and beverage products, as well as high advanced water purifiers, to meet our consumers' needs every day. We expect our suppliers to uphold the same standards of ethical, responsible and sustainable business to which we hold ourselves at Strauss Group. By ensuring we behave with integrity towards our suppliers, and by working with suppliers who share our values and standards, we enhance trust throughout our business and enable our consumers and all other stakeholders to believe in our Company and our products.

Strauss Group's Responsible Sourcing Policy describes how we put responsible sourcing into practice, serving as a statement of commitment from Strauss Group's Board of Directors and senior executives, a guideline for the managers and employees in every part of our business, and a promise to our suppliers, consumers and all others we interact with.

Scope

The scope of our Responsible Sourcing Policy covers all the suppliers and vendors who do business with Strauss Group as well as the potential pool of suppliers in each market. We apply the principles of fair and inclusive sourcing across all our procurement categories. Typically, however, we engage more intensively with a selection of suppliers who supply critical products, represent a significant level of spend or are in countries that are deemed high-risk from a human rights standpoint.

Details

Positive Supplier Relationships

We characterize our relationships with our strategic suppliers as ones of collaboration and partnership. This means we aim to go beyond the traditional supply relationship to one where we can discuss challenges and innovative solutions to opportunities throughout our supply chain, building on the expertise of our strategic suppliers to help define better ways of working. We achieve this level of collaboration through treating our suppliers with respect, integrity and recognizing and rewarding their contribution.

Fair Procurement

We aim to act with integrity and fairness in all our dealings with suppliers. We practice equal opportunity tenders for procurement requirements, where possible. We select suppliers based on price, quality, service and good financial, legal, ethical and responsible standing. We uphold transparent, agreed terms and conditions and offer suppliers the opportunity to review their business with Strauss at any time.

Inclusive Procurement

Diversity and inclusion is a core principle in our procurement practices. We believe that our business results are enhanced, and our communities are enriched when we work with suppliers who are small enterprises, located near our facilities or owned by women or members of minority groups. We welcome small, local, women-owned and minority-owned suppliers and encourage them to compete for our business.

Ethical Commitment of Suppliers

We desire to work only with suppliers that operate responsibly and ethically. Our expectations of suppliers' ethical conduct (including their sub-contractors) include:

- Conducting business with integrity
- Compliance with all applicable laws and regulations

- Providing a fair and decent working environment for their employees including adherence to labor laws governing work hours and overtime, respecting freedom of association and prohibiting discrimination, harassment and child or forced labor
- Maintaining safety and hygiene practices and facilities for employees
- Preventing all forms of bribery and corruption and upholding Strauss's gifts policy
- Behaving responsibly towards the environment and conserving resources as far as possible

Compliance

We constantly work to comply, and exceed when possible, with all applicable laws and regulations in all the markets in which we operate. We establish and maintain compliance programs to ensure management and employees' involvement in, and oversight of Responsible Sourcing, and allocate appropriate resources to address required actions.

The procurement teams at Strauss Group companies receive training in aspects of responsible sourcing and integrate this Policy into procurement decisions as far as possible. Where relevant, procurement staff participate in industry events to network with suppliers and discover potential new small, local or diverse suppliers.

Qualified Procurement Managers at each Strauss Group company are responsible for ensuring the implementation of responsible procurement policies and practices and monitoring the effectiveness of responsible sourcing. Procurement staff in each company work directly with suppliers to implement this Policy.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.