



ESPRIT
THE HUMAN ELEMENT

Supplier Code of Conduct

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Purpose:

Esprit is committed to creating a positive legacy in the corporate landscape while fostering sustainable and ethical business practices.

Our influence extends beyond our immediate operations, and we understand the essential role our suppliers play in amplifying our commitment. Together, through unified values and actions, we can leave a lasting impact on communities, the environment, and the global business realm.

Scope:

This Code details the standards and expectations we uphold for all suppliers in alignment with Esprit's core values and commitments. All suppliers are required to familiarise, implement, and ensure compliance within their teams, operations, and subcontractors.

Code Standards:

1. Environmental Responsibility:

- a) Suppliers must continually innovate to minimise their environmental impact, embracing energy-efficient methodologies and renewable energy.
- b) Commitment to waste reduction is essential, encompassing all areas from material usage to disposal, always adhering to established environmental guidelines.
- c) Prioritise the use of sustainable and biodegradable products, eliminating environmentally harmful substances.
- d) Actively participate in or support initiatives aimed at preserving our region's biodiversity.

2. Ethical Employment Practices:

- a) Fair wages, compliant with regional regulations, and respectable working conditions are non-negotiable.
- b) Child, forced, or exploitative labour is strictly prohibited.
- c) An inclusive workplace that encourages diversity and prohibits any form of discrimination or harassment is a must.

3. Integrity in Communication:

- a) Ensure accuracy in all promotional materials and avoid any misleading claims.
- b) Prioritise transparent and prompt communication with Esprit and other stakeholders.

4. Respecting Indigenous and Cultural Rights:

- a) Actively acknowledge and respect the rights and heritage of Indigenous communities.
- b) Prioritise engagement and dialogue with Indigenous communities where operations might intersect.
- c) Preserve and avoid disruptions to significant cultural sites.
- d) Champion economic initiatives that empower Indigenous communities.

5. Upholding Human Rights:

- a) Adherence to the Universal Declaration of Human Rights is fundamental.
- b) Operations must not, under any circumstance, facilitate human rights abuses.
- c) Prioritise the rights and welfare of vulnerable demographics, ensuring a holistic respect for all rights.
- d) Maintain an inclusive operational ethos, negating any form of discriminatory actions or beliefs.

6. Data Protection and Privacy:

- a) Respect the data privacy rights of individuals, ensuring robust data protection measures.
- b) Comply rigorously with regional and international data protection frameworks.
- c) Transparent data sharing, with a commitment to stringent data protection for third-party shared information.
- d) Proactive measures to prevent unauthorised data access or breaches.
- e) Uphold individuals' rights to access or control their data.

Application of the Code:

Esprit considers this Code foundational for our supplier collaborations. While appreciating the dynamic challenges of operational excellence, suppliers must:

- a) Endeavour to achieve the standards set forth.
- b) Periodically revisit and enhance their operational methodologies.
- c) Promptly notify Esprit of any deviations or breaches of this Code.

We will periodically assess compliance, ensuring our shared commitments remain at the forefront. This Code signifies Esprit's aspiration, but it does not impose legal obligations.

At Esprit, we are leading a journey towards responsible corporate excellence and we invite our partners to join us.