

Sourcing Policy Summary

Sustainability is important to UB; we break it down into three areas:

- **Financial sustainability** – ensuring that we can continue to grow our business and brands
- **Environmental sustainability** – ensuring that we make better use of resources and reduce our environmental footprint
- **Community sustainability** – supporting the development of skills and the communities we serve.

We look for suppliers that are willing to help us in all three areas of sustainability while also providing materials that meet our stringent quality requirements. We work hard with our suppliers to ensure that our supply chain supports our corporate responsibility goals, as we believe that good business requires good practices behind it.

We require all suppliers to comply with the Ethical Trading Initiative (ETI) Base Code and our policy includes assessment and assurances that the codes requirements are met. We also expect our suppliers to go beyond this base code to ensure that they act in a sustainable and responsible manner

This means:

- Conducting business honestly and ethically
- Having high standards of corporate governance
- Avoiding unnecessary environmental damage
- Respecting laws, regulations and the rights of others

Our Sourcing Standards include:

Employment

- There is no forced, bonded or involuntary labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.
- No child labour will be used

Reasonable Pay

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
- Workers have the right to join or form trade unions of their own choosing and to bargain collectively.

Working Conditions

- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Health and Safety

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.
- Adequate steps shall be taken to prevent work related accidents and injury to health by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Diversity

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Environment

- UB looks to all suppliers to support it in its efforts to protect the environment, eg by avoiding unnecessary packaging and sharing transport arrangements.
- As a supporter of the Mayday Initiative, UB also encourages all UK based suppliers to join this initiative and help drive down carbon emissions.

UB also works with the Supplier Ethical Data Exchange (SEDEX) to check and share ethical information from suppliers. UB is part of a food industry working group including Cadbury, Kraft, Nestle, Danone, PepsiCo, Unilever, Mars, Diageo, Bacardi and Britvic who require suppliers to provide ethical information, to SEDEX which is then shared to other members using that supplier. This avoids duplication of work for the supplier and costs while also helping manufacturers effectively carry out audits of their supply chain.