



1. Introduction:

At GPG (General Paints Group), we embrace innovation to create lasting, vibrant colour that protects our planet, so that we can build better futures for our people, customers, partners, and communities. Our vision is to do this through our core values of respect, excellence, and partnership.

GPG is committed to using business as a force for good. Our paint is water-based and low VOC (Volatile Organic Compounds), and our customer service is second to none; we also promote a culture of well-being for our employees, and a sense of community and history is at the heart of everything we do.

We enforce safe working conditions, our workers are treated with dignity, fairness, and respect, and our manufacturing processes strive to be as environmentally responsible as possible.

We aim for GPG to not only be a great place to work for people of all beliefs and backgrounds but to also demonstrate how inclusivity and diversity in all its forms contribute to our company's success.

2. Code of Conduct:

We are especially committed to conducting our business operations in a responsible and ethical manner. As part of our procurement process, GPG is committed to sourcing quality materials sustainably. It is therefore imperative that we collaborate with suppliers who share our values and commitment to sustainable development.

This Supplier Code of Conduct outlines the expectations we have for our suppliers to uphold high standards of social, environmental, and ethical practices. By adhering to this code, our suppliers will contribute to achieving UN Sustainable Development Goals (SDGs) 1: No Poverty (targets: 1.2), 4: Quality Education (targets: 4.1), 8: Decent work and Economic Growth (targets: 8.4, 8.5, 8.7, and 8.8), 12: Responsible Consumption and Production (targets: 12.2), and 16: Peace, Justice, and Strong Institutions (targets: 16.2 and 16.5). This policy will be periodically reviewed by our senior leadership team to ensure that it stays relevant, effective, and adequate in accomplishing our sustainable procurement goals.

1. Compliance with Laws and Regulations:

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards. This includes but is not limited to laws related to labour, human rights, health and safety, environmental protection, and anti-corruption.

2. Freely Chosen Employment:

Suppliers must ensure that all employees work voluntarily and without any form of forced labour, slavery, or human trafficking. Suppliers must comply with all applicable laws and



regulations regarding employment practices, including minimum age requirements and laws related to the prevention of forced labour.

3. Work Hours and Conditions:

Suppliers should provide their employees with safe, healthy, and fair working conditions. Working hours must comply with national laws, industry standards, and applicable collective bargaining agreements. Employees should be provided with reasonable working hours, breaks, and days off. Suppliers must establish mechanisms for employees to voice their concerns and protect them against discrimination or harassment.

4. Compensation and Benefits:

Suppliers should provide employees with fair compensation, including wages and benefits that meet or exceed legal requirements. Wage rates and benefits should be communicated clearly and transparently. Deductions from wages must not be made for disciplinary purposes, and all employees should have access to a written employment contract in a language they understand.

5. Child Labour:

Suppliers must not employ workers who are below the legal minimum age for employment. Suppliers should verify the age of employees and maintain appropriate documentation. They should also provide access to education opportunities for young workers and support programs aimed at preventing child labour.

6. Freedom of Association:

Suppliers must respect the right of employees to exercise their freedom of association, including the right to join trade unions and engage in collective bargaining. Suppliers should not discriminate against employees based on their union membership or participation in lawful activities related to collective bargaining.

7. Health and Safety:

Suppliers must prioritise the health and safety of their employees, contractors, and visitors. Adequate measures must be taken to prevent accidents, injuries, and occupational illnesses in the workplace. Suppliers should implement robust health and safety management systems, provide necessary safety training, and ensure compliance with applicable laws and regulations.

8. Use of Materials:

Suppliers must comply with all relevant laws and regulations regarding the sourcing and use of materials. They should strive to use environmentally friendly and sustainable materials whenever feasible. Suppliers should also ensure the responsible use and disposal of



hazardous substances, adopting best practices to minimise their impact on the environment and human health.

9. Environmental Impact:

Suppliers should implement measures to minimise their environmental footprint, including reducing energy consumption, greenhouse gas emissions, water usage, and waste generation, and strive to protect natural resources in all their activities. They should promote recycling, reuse, and responsible disposal practices, and adopt circularity principles as far as possible. Suppliers are encouraged to develop and maintain an environmental management system to monitor and improve their environmental performance continually.

10. Ethical Conduct:

Suppliers must uphold the highest standards of business ethics and integrity. They should comply with all applicable laws and regulations, including those related to anti-corruption, anti-bribery, and fair competition. Suppliers should maintain accurate records, avoid conflicts of interest, and ensure the confidentiality and protection of intellectual property rights.

11. Monitoring and Compliance:

Suppliers are expected to cooperate with GPG (General Paints Group) in monitoring their compliance with this Supplier Code of Conduct. We may conduct audits, inspections, or other assessments to evaluate suppliers' adherence to these standards. Suppliers are also encouraged to review their own supply chain.

12. Consequences of Non-Compliance:

Failure to comply with this Supplier Code of Conduct may result in a range of actions, including but not limited to termination of the supplier relationship. We reserve the right to assess compliance, conduct audits, and monitor suppliers' adherence to this code.

By signing below, the supplier acknowledges its commitment to adhere to this Supplier Code of Conduct and contribute to our organisation's sustainable development goals. We believe that together we can create the meaningful and positive impact that we really need to see in the world around us.

SIGNED (Name, Title, Company, Date)