

Human Rights & Ethics Policy Statement

Our Business

Arco’s mission is to keep people safe at work. We focus on ensuring our customers have access to quality and compliant products from an ethical supply chain. We are an integral part of our customers’ supply chains and we pride ourselves on being a well-governed, ethical and compliant supplier. We endeavour to use our relationships across the world to improve compliance, quality and ethical trading standards.

Our policy and related guidance are intended to meet our compliance obligations as well as supporting our stakeholders to meet theirs.

In this Policy Statement (**‘Policy’**) and any supporting guidance (**‘Guidance’**), **‘We’** or **‘Arco’** refers to Arco Limited and its subsidiaries and **‘our’**, **‘us’** or any equivalent phrase shall be interpreted accordingly.

What is ethical trade?

Human rights are embodied in a number of key documents including the International Bill of Human Rights and the International Labour Organization’s (ILO) Declaration of Fundamental Principles and Rights at Work.

Ethical trade is about providing confidence that the products we supply have not been made at the expense of workers in global supply chains exploiting their rights. It encompasses a breadth of international labour rights such as working hours, health and safety, freedom of association and wages. Ethical trade means taking a series of recognised steps to identify problems and improve working conditions, with a focus on continuous improvement over time.

Our Objectives

To foster a responsible and ethical business environment that respects and upholds human dignity, well-being, and internationally recognised human rights across our operations and supply chain. This includes promoting safe, inclusive, and fair working conditions; preventing modern slavery and human trafficking; supporting freedom of association and collective bargaining; and prioritising action on human rights areas most at risk of adverse impact.

As members of the Ethical Trading Initiative (ETI), we are committed to and adopt the principles of the ETI Base Code which are based on the standards of the ILO. We are committed to ongoing and continual improvement as a part of the company’s commitment to ETI membership. We also adhere to the principles and guidance in the UN Guiding Principles on Business and Human Rights. This Policy is supported by our Diversity, Equality & Inclusion Policy.

Our Targets

Zero confirmed cases of modern slavery or human trafficking within our operations, with 100% of identified cases remediated within a defined timeframe.

100% of high-risk suppliers to be audited on health, safety, and labour standards at least once every 2 years.

Ensure own brand Tier 1 manufacturing facilities fully mapped.

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Application of this Policy (Scope)

This Policy applies to Arco and all Arco colleagues. All Arco colleagues must read, apply and comply with their obligations under this Policy and supporting Guidance.

This Policy is also relevant to our vendors, suppliers, service providers and customers (together our '**Commercial Partners**') when conducting business with us and this policy is reflected in our Supplier Code of Conduct. We will not work with Commercial Partners who are not committed to complying with applicable laws and standards.



Guy Bruce
Chief Executive Officer

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