

Sanctions 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 sanctioned policy statement ('**Policy**') and supporting guidance ('**Guidance**'), '**We**' or '**Arco**' refers to Arco Limited and its subsidiaries and '**our**', '**us**' or any equivalent phrase shall be interpreted accordingly.

Sanctions

Sanctions are restrictions on dealings with particular goods, individuals, entities and sometimes entire countries. They are put in place by international organisations and countries because of threats to international peace and security, human rights abuses, other criminal conduct, and/or help combat terrorism.

Our policy

Arco is committed to complying with the sanctions laws ('**Sanctions**') in all countries in which it operates through identifying and mitigating the risk of Sanctions violations.

As a UK based group, we must comply with all UK Sanctions. We will not undertake any business that would breach the UK Sanctions regime and will take steps to minimise the risk of, and prevent, inadvertent breaches.

We will also consider and comply with other Sanctions regimes where we are required, or it is appropriate for us, to do so including, for example, the sanctions programme of the EU and the US. Parts of our business located outside of the UK must also comply with any Sanctions regime applicable to them.

This policy and guidance are intended to ensure that we maintain the highest standards and can comply with contractual restrictions that our business partners may place on us, for example, our multinational customers, our public sector customers and our banks.

Application of this Policy

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

Approved by the Board of Directors of Arco Limited

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