

Responsible Procurement 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.

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.

Our Policy

Our policy is to seek the purchase of goods and services that minimise negative and enhance positive impacts on the environment and society whilst meeting our business requirements. By incorporating social, environmental and ethical considerations into purchasing decisions we endeavour to make a positive contribution to the environment and society.

We have developed, and will continually evolve, our Supplier Code of Conduct and related Supplier Standards (together the "**Supplier CoC**") and we expect all our suppliers to comply with the principles and requirements set out therein. These principles and requirements seek to ensure that our suppliers act in a legal, ethical and responsible manner.

Where it is found that a supplier's conduct is not in accordance with this Policy and our Supplier CoC, we will seek to engage with that supplier and encourage continuous improvement in their environmental, social and ethical performance. Our Supplier CoC sets out how we will do this and when we will consider cessation of our trading relationship.

Our vendor approval and onboarding process will require clear commitment to adhere to our Supplier CoC (including by recognising the supplier's own code of conduct where they are working to standards equivalent to those in our Supplier CoC)

We will engage with our suppliers to monitor and understand their environmental, social and ethical performance, using a risk based approach to ensure we focus on those areas where the risk is greatest and maximum impact can be achieved.

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, and service providers (together our '**Commercial Partners**') when conducting business with us and this policy is reflected in our Supplier CoC. We will not work with Commercial Partners who are not committed to complying with applicable laws and the standards set out in our Supplier CoC.



Neil Dodds
General Counsel & Company Secretary

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