

## OROTON RESPONSIBLE SOURCING Policy

Oroton is committed to conducting its business with the highest standards of integrity and will only work with suppliers who share and follow our high standards of ethical business behavior and who demonstrate commitment to those standards.

We are committed to conducting our business with the highest standards of integrity, in accordance with our international obligations and in compliance with all applicable laws. We believe the way we do business must support our Vendors, factories, Sub-Contractors and workers involved in the manufacture of our products. To support this belief, Oroton have developed and are committed to adhere to the principles of our Responsible Sourcing Policy.

Our Responsible Sourcing Policy is based on 10 governing principles which guides our team members to ensure their behaviors align to our expectations when dealing with all those involved in our end to end supply chain.

Responsible sourcing is defined as “a voluntary commitment by companies to take into account social and environmental considerations when managing their relationships with suppliers”.

This Policy applies to all Oroton team members.

Through our Responsible Sourcing Policy, we have committed to continuous learnings across our business and sourcing programs and commit to the following governing principles including to:

- Govern our end to end supply Chain using our Ethical Sourcing Policy and Supplier Code of Conduct, Social Compliance Program and Supplier Agreements;
- Always consider the impact our decisions have on the supply chain and workers when negotiating with Vendors;
- Implement and maintain a Vendor/Factory traceability program, knowing all facilities used in our end to end supply chain;
- Only work with approved Vendors, factories and Sub-Contractors;
- Work with our vendors to ensure all factories used in the manufacture of our products achieve compliance to all regulatory and national and international social compliance standards;
- Maintain a social compliance program, assessing all facilities used in our end to end supply chain prior to use;
- Partner with our Vendors and factories to address any concerns in a timely manner;
- Implement internal and external training programs where required to ensure all stakeholders understand our social compliance expectations;
- Proactively seek guidance and support through external resources such as NGO’s, civil society and external resources where required;
- Review our responsible sourcing strategies and program as required to meet changing demands.

All Oroton team members must ensure our Ethical Sourcing Policy including all applicable laws, regulations and conventions in the country of manufacture are always followed.

This Policy should be applied with all Oroton Policies and social compliance expectations and operates within the legal and regulatory requirements of the Country in which Oroton, our Suppliers and Sub-Contractors operate.