

1 Policy Statement

FPH is committed to high standards of ethical conduct and strives to uphold human rights, fair working conditions and to engage in sustainable and environmentally sound business practices. In accordance with the expectations of our stakeholders, the community and requirements of regulatory authorities, we strive to always operate responsibly and we expect the same from our suppliers.

Maintaining a reputation for the highest legal, moral and ethical standards in our dealings with our customers and other stakeholders is critical to our ongoing success. This policy has been developed to complement and support the FPH Sustainability Group Policy and strategy.

2 Introduction

FPH aims to deliver high quality services in an efficient and cost-effective manner. In today's global market, this means sourcing products from a variety of locations nationally and internationally. In recent years, concerns over poor working conditions and environmental degradation in developing countries and emerging markets have seen companies implement specific social and environmental criteria for the production facilities from which they source products.

In order to address these concerns, FPH has introduced this Ethical Sourcing Policy to ensure it is:

- Sourcing its products and services in a responsible manner;
- Working with its suppliers to improve their social and environmental practices;
- Providing clear guidance to its buying staff;
- Protecting its corporate reputation, the reputation of its individual businesses and their brands;
- Complying with applicable laws such as Modern Slavery legislation;
- Implementing a supplier audit regime;
- Communicating its Ethical Sourcing intentions and achievements;

FPH's Procurement team will manage compliance with FPH's requirements by applying due diligence into any/all market approaches for the procurement of goods and services whilst maintaining a value for money philosophy.

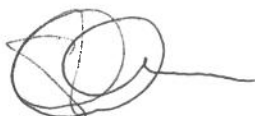
Implementation of this Policy across the FPH Group is supported through the policies, procedures and processes embedded in relevant management systems.

3 Policy Monitoring

Compliance with this Policy will be monitored on a routine basis through processes including internal audits, policy reviews, and product investigations or as directed by the Group Leadership Team.

4 Policy Review

This policy will be reviewed at least once every 2 years or in accordance with any legislative, business or other relevant changes.



Chief Executive Officer

Date endorsed: 14/11/2019

Review Date: 14/11/2021