

# OUR RESPONSIBLE BUSINESS MAP AND PRINCIPLES

## HEALTHY BUSINESS

### Be purpose-driven:

- Has a clearly defined purpose which articulates why it exists, beyond making a financial return, and how that benefits wider society.
- The purpose is embedded in decision-making and the company transparently reports on the alignment between purpose and day-to-day operations.

### Embed responsibility across the business:

- Has robust checks and balances.
- Communicates with transparency around its strategy and operations.
- Uses advocacy and knowledge sharing to further the responsible business agenda.
- Strategy, actions and impacts around responsible business are evidenced at all levels of governance including: business objectives, executive remuneration, board composition, accountability and oversight, selection of pension funds, allocation of capital and investment, and payment of fair taxes in all geographies.

### Develop, provide, and procure responsible products and services:

- Takes measures to reduce and ultimately eliminate any negative social and environmental impacts of products and services, providing sustainable and safe offerings to customers.
- Evolves its portfolio to improve positive impacts.
- Embeds responsible business priorities into procurement practices and financial decision-making.

### Take a stakeholder approach to conducting your business:

- Embeds social, environmental and governance considerations in purchasing practices.
- Forges lasting and mutually beneficial relationships with suppliers and pays promptly what is owed.
- Supports local suppliers and small businesses.
- Engages employees, customers and suppliers in responsible behaviour, providing them with information and support to make more sustainable choices.



## HEALTHY COMMUNITIES

### Provide good work:

- Ensures jobs are accessible, flexible, remunerated fairly to close pay gaps, and pay the real Living Wage for the lowest paid employees with guaranteed hours.
- Provides all employees with opportunities for skills development and progression within a working environment that enhances health and wellbeing.

### Partner in communities to drive positive impact:

- Understands the communities in which it operates and takes a strategic, long-term and needs-led approach to making a positive and meaningful impact.

### Have an inclusive culture with a diverse workforce:

- Has a diverse workforce at all levels of seniority.
- Provides an inclusive working environment where everyone can thrive, feel included, has a voice through formal channels, and is treated with dignity and respect with policies, processes, systems and behaviours that encourage and enable such an environment.

## HEALTHY ENVIRONMENT

### Restore and sustain the natural environment:

- Understands and manages dependencies and impacts.
- Conserves natural resources and biodiversity.
- Sets a target in line with science to reach net zero emissions or beyond in operations and value chain as early as possible.
- Uses innovation and collaboration to embed restorative and regenerative business practices.
- Engages across the value chain and its community to mitigate adverse environmental impacts, build resilience in the short-, medium- and long-term and support a just transition.