

Q677 – MODERN SLAVERY AND HUMAN TRAFFICKING

STATEMENT ON SLAVERY AND HUMAN TRAFFICKING

The United Kingdom's Modern Slavery Act 2015 seeks to prevent and eliminate slavery and human trafficking from global supply chains by increasing transparency. The Act requires companies that carry on business in the UK to produce an annual statement setting out the steps they have taken to ensure that slavery and human trafficking are not taking place in its supply chains or its own business.

Deb, and its parent company, SC Johnson, support the intent of this act. We believe that driving greater supply chain transparency is important to earn the trust of consumers.

As a leading global corporate citizen and consistent with the principles codified in 1976 in This We Believe, SC Johnson has a zero-tolerance policy for slavery or human trafficking in its supply chain. SC Johnson unequivocally supports the human rights of all of its employees, and the employees of its global suppliers. SC Johnson supports the United Nations Declaration of Human Rights and the International Labour Organisation core standards on forced labour, child labour, freedom of association, and discrimination.

Deb and SC Johnson addresses the concerns regarding slavery and human trafficking underlying the UK Act and in our supply chain through our internal standards/policies & practices. Deb expects our suppliers to adhere to the standards set out in four key pillarareas:

- Human Rights and Labour
- Safety, Health and Environment
- Sustainability
- Business Ethics

With specific regard to labour and human rights issues, we expect our suppliers to adhere to the following standards:

- Prohibition of forced labour – suppliers must never use forced labour or human trafficking in any form, whether prison, slavery, indentured, bonded or otherwise.
- Minimum age requirement – suppliers must not employ any person below the age of 15 or the national minimum age for employment, whichever is higher. (If the minimum age for employment is set at 14 for a particular country in accordance with the International Labour Organisation standards, exceptions may be made.)
- Compensation and minimum wage requirements – suppliers must provide each employee at least the minimum wage.
- Legally mandated benefits – suppliers must provide each employee, at a minimum, all legally mandated benefits.

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- Maximum work hours – suppliers must comply with legally mandated work hours.
- Environmental, health and safety requirements – suppliers must have written safety, health and environmental guidelines, comply with local safety, health and environmental laws and regulations, and provide personal protective equipment.
- Immigration/qualified to work laws – suppliers must comply with applicable immigration and related laws to ensure that employees may work in the country where the employees are providing services.

Deb Group Ltd

July 2018

B Hamilton
Operations Director