



PEDDERS SUSPENSION & BRAKES RESPONSIBLE SOURCING POLICY

The aim of this “**Policy**” is to ensure that Pedders Suspension & Brakes (“**Pedders**”) sources products in a socially responsible manner. This Policy applies to all products that are sold in connection with Pedders’ business activities.

This Policy covers the following Pedders core “**Values**” which are integral to how we do business and we expect our “**Suppliers**” throughout the World to respect and promote these Values:

- **No Child Labour:** Suppliers must not employ a worker under the minimum age according to national laws and, in any event, not employ workers under 15 years.
- **No Forced Labour:** Suppliers shall not allow any forced or involuntary labour.
- **No Harassment or Abuse:** Suppliers must provide a work environment free of harassment, unlawful discrimination and free of corporate punishment in any form.
- **No Excessive Overtime:** Suppliers must ensure that the hours worked each day, and days worked each week, are within legally accepted maximums. Any overtime worked must be voluntary.
- **No Bribery or Corruption:** Suppliers must apply professional business ethics to all their dealings and maintain transparent documentation and records.
- **Compliance with Legislation:** Suppliers must agree to abide by their local laws and regulations in relation to workers’ rights and compensation.
- **Safe Workplace:** Suppliers shall provide a safe and healthy work place, in accordance with requirements of their local and regional laws.
- **Environment:** Facilities operated by Suppliers must comply with environmental rules, regulations and standards applicable to their operations. Suppliers must observe environmentally conscious practices in all locations where they operate.
- **Sub-Contractors:** Suppliers must ensure that all sub-contractors and others providing materials or labour in the manufacture of products for Pedders have a responsible sourcing programme which aligns to this Policy.
- **Compliance with these Values:** Suppliers must confirm their understanding of the above Values and commit to complying with this Policy

All new Suppliers are required to confirm their understanding this Policy and the Values as part of their on-boarding process with Pedders.

All existing Suppliers are required to submit an annual declaration to Pedders confirming their ongoing commitment to this Policy and the Values.



Where a Supplier is found to be in breach of this Policy and the Values, but Pedders believes that the breach can be rectified, we will work with this Supplier to ensure that corrective action is taken and improvements are made.

Breaches involving child or forced labour are not tolerated and will result in immediate termination of the Supplier.