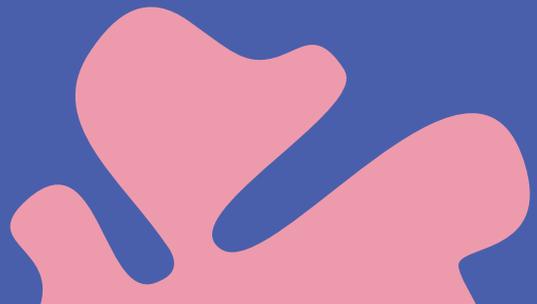
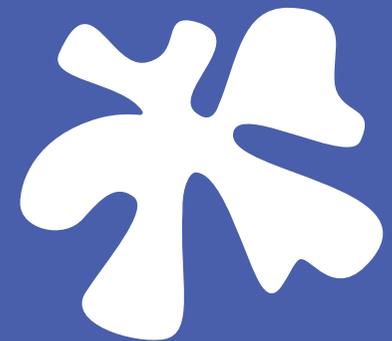




EMMA  
LEWISHAM  
uncompromising skincare.

# Supplier Principles



**“I believe it’s our responsibility to take ownership for the people and the environment we work in –  
at every step along our supply chain.**

**We want to produce uncompromising skincare, and that doesn’t stop at the products alone, but everything that goes into producing the product.”**

*Emma Lewisham*

At Emma Lewisham, we are committed to playing our part and taking ownership for the people and environment we work in. We believe in being uncompromising in everything we do - and that includes striving to work with suppliers and contractors who share our vision of clean skincare, and who contribute to sustainable development, and are economically, environmentally and socially responsible.

Emma Lewisham will develop and strengthen relationships with suppliers and contractors who are committed to the principles set out below, or to similar standards through their own activities and the management of their own suppliers and sub-contractors.

We purchase products and services that support our approach to sustainability, as outlined in our Sustainability Strategy. Suppliers and contractors will review our strategy, and discuss how this can be implemented in their business.

These principles are based on the United Nations Global Compact principles and other internationally accepted standards, including the International Labour Organization’s (ILO) core conventions and the Universal Declaration of Human Rights.



## ONE. Business Integrity

Suppliers and contractors will:

- comply with all applicable laws and regulations.
- not tolerate, permit or engage in bribery, corruption or unethical practices.
- support fair competition and avoid conflicts of interest.

## TWO. Health, Safety, Security and Environment and Social Performance

Suppliers and contractors have a systematic approach to HSE and SP management, designed to ensure compliance with all applicable laws and regulations and to achieve continuous improvement. Suppliers and contractors:

- are committed to protect the environment in compliance with all applicable environmental laws and regulations.
- use energy and natural resources efficiently.
- continually look for ways to minimise waste,

emissions and discharge of their operations, products and services.

- respect their neighbours and contribute to the societies in which they operate.
- manage the social impacts of their activities carefully and enhance the benefits to local communities.
- recognise that regular dialogue and engagement with stakeholders is essential. In interactions with employees, business partners and local communities, seek to listen and respond to them honestly and responsibly.

## THREE. Labour and Human Rights

Suppliers and Contractors conduct their activities in a manner that respects human rights as set out in the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO) including ensuring:

- no use of child labour.
- no use of forced, prison or compulsory labour.
- no payment of recruitment fees by workers.
- compliance with all applicable laws and regulations on freedom of association and collective bargaining.
- a safe, secure and healthy workplace and not tolerating discrimination, harassment or retaliation.
- compliance with all applicable laws and regulations on working hours.
- providing wages and benefits that meet or exceed the national legal standards.

## FOUR. Equal Pay

Emma Lewisham supports women through contributions and initiatives such as the Girl Effect and the Malala Fund, which aim to empower women to support their families, communities and the economy, resulting in a 'ripple effect' for society. Suppliers and contractors will promote equal pay and conditions for men and women for the same job.

## FIVE. Transparency & Traceability

To ensure full transparency and traceability, suppliers and contractors will provide country of origin, location, and certifications for the sources of raw materials, components and subcomponents.

## SIX. Responsible Manufacturing

Supplier and contractors will formulate Emma Lewisham products in line with our sustainability strategy, and industry best practice. Products will be designed, manufactured and tested to reduce and manage any impact to the environment, employees and our customers

## SEVEN. Animal Welfare

Emma Lewisham is committed to cruelty-free practices. Suppliers will adhere to high standards in the treatment and care of animals within our supply chain, including no animal testing. All raw materials must comply with international and local regulations, such as the Convention on International Trade of Endangered Species (CITES).

## EIGHT. Commitment by Emma Lewisham

We believe it is no longer enough simply to share common convictions with our chosen suppliers and contractors. We need to agree and document how we are meeting our commitments and responsibilities. It brings our values to life in a tangible way and holds us all accountable.

Emma Lewisham commits to the principles outlined above, and will work closely with our suppliers and contractors to do our part to produce sustainable products in a sustainable way.

A white, handwritten-style signature of Emma Lewisham on a dark blue background.