



FAIR LABOUR PRACTICE POLICY STATEMENT

Concor is committed to fair labour internally and in our supply chain. We believe that all workers have the right to work in dignity, and we will not tolerate any form of unfair labour throughout our operations.

Our policy on fair labour is based on the following principles:

- We will not use forced labour in our own operations or in the operations of our suppliers.
- We will require our suppliers to comply with all applicable laws and regulations regarding fair labour.
- We will conduct regular audits of our suppliers to ensure that they are complying with our policy on fair labour.
- We will take appropriate action against any supplier that is found to be using unfair labour practices.

Concor believes that this is essential to ensuring that our products are produced in a responsible and ethical manner. We are committed to working with our suppliers to eliminate unfair labour from our supply chain through:

- Conducting due diligence by reviewing new supplier's policies and procedures, as well as interviews.
- Implementing grievance mechanisms.
- Working with regulators to ensure prevention, protection, and remediation.

By taking these steps, Concor will ensure our supply chains are free of unfair labour practices.

A handwritten signature in black ink, appearing to be 'Queen Mokulubete-Manyadu', written over a horizontal line.

Queen Mokulubete-Manyadu
Chief Executive Officer

12 June 2023

Date

