Jiffy Group Supply Chain Due Diligence Policy

1.Introduction

1.1 Jiffy Products International BV and all companies within the group conduct human rights and environmental due diligence assessments in its supply chain in order to identify and address potential or actual adverse impacts.

1.2 This policy applies to Jiffy's global supply chain, with specific focus in each purchasing location on top 20 suppliers and/or those above €100k p.a. spend, unless other local conditions are considered necessary.

1.3 Supplier risk assessments are analysed and reported annually to the senior management team and publicly reported with due consideration of business confidentiality and other competitive concerns in our public sustainability report.

2.Principles

2.1 This policy has been drafted in accordance with international guidance on human rights due diligence.

2.2 Our supply chain is complex due to the number of suppliers, range of supplier size, and geographically spread, highlighting the need for a robust global due diligence process implemented according to local requirements.

2.3 Jiffy's Supplier Code of Conduct outlines the responsibilities of suppliers, including requirements for them to disclose their practices and engage in prevention of human rights and environmental risks and impacts.

3. Supply chain assessment

3.1 Jiffy is working to achieve greater transparency and traceability to identify risks and engage relevant stakeholders, in order to act on the most severe risks or impacts.

3.2 Risk assessments are conducted annually for each purchasing location using commodity and country risk, to prioritise suppliers that may have increased risks.

3.3 Significant suppliers (top 20 and/or €100k+ p.a. spend) complete an annual self-assessment on human rights and environmental topics. The results are analysed together with the country and commodity risk assessment, commercial relationship and other supplier information to determine the supplier's overall risk level.

3.4 If a supplier's risk level is low and/or their policies and practices are deemed sufficient, the supplier is maintained without further due diligence action.

3.5 If a supplier's practices are considered unsatisfactory, Jiffy will engage the supplier to improve. If the supplier does not engage in the assessment process and the risks or impacts are considered severe Jiffy will begin its responsible disengagement process.

3.6 Before working with a significant (expected top 20 and/or €100k+ p.a. spend) new supplier, Jiffy conducts an initial evaluation following steps 3.2 and 3.3. Policies and expectations, including Jiffy's Supplier Code of Conduct are communicated to potential suppliers. After a satisfactory evaluation is completed and a relationship is established, the supplier participates in Jiffy's annual due diligence process. Suppliers not meeting these requirements are not engaged.

4. Response to identified risks / impacts

4.1 If a supplier is high risk or actual impacts are identified, Jiffy will discuss improvements and where appropriate an improvement plan will be agreed. Jiffy will support the supplier where possible and the improvement plan will be tailored to the supplier's context, capabilities and the risk level.

4.2 The improvement plan is monitored every 3 months to ensure timely completion of risk prevention and mitigation actions. If a supplier is not adequately addressing the risks according to the agreed improvement plan Jiffy will commence further action.

4.3 Commercial leverage such as price or order incentives or disincentives will be used where appropriate to facilitate the necessary improvements.

5.Responsible disengagement

5.1 Depending on the severity of the risk or impact and the supplier's response, Jiffy may continue to work with suppliers for a period of up to nine months before disengaging. Disengagement is the last option when steps to prevent, mitigate or remedy negative impacts have failed or are not feasible. Using our expertise and leverage to prevent and mitigate human rights and environmental impacts is our preferred option.

5.2 Reasons for disengagement include the supplier refusing to collaborate to address identified risks or impacts, or share information about their risks/impacts, and/or if the supplier is found to be breaching the Jiffy Supplier Code of Conduct.

5.3 Jiffy may halt the disengagement process if there is sufficient and genuine engagement from the supplier that was not present when the process was started.