

# BUSINESS ETHICS

## OBJECTIVES AND TARGETS

Kimal PLC believe, that it is important for the organisation and its employees to maintain high ethical standards in order to preserve the company's reputation in the marketplace.

Kimal is committed to ensuring high ethical standards within the workplace and to seek continuous improvement by setting and reviewing, achievable objectives and targets.

Kimal is committed to encouraging our suppliers to provide good ethical standards in their workplace.

### **Our objectives are:**

1. To ensure all existing suppliers receive our current Ethical Policy and Questionnaire.  
**Our target:** 100%
2. Request all suppliers to complete and return the Kimal PLC Ethical Trading Questionnaire.  
**Our target:** –100%
3. Endeavour not to approve any new suppliers with an Ethical High Risk score.  
**Our target:** 100% of all new / potential suppliers
4. Countries of Manufacture – if a Country risk category alters to a higher risk, relevant questionnaires will be rescored.  
**Our target:** Ongoing – Country risks to be checked on a regular basis
5. Maintain a suitable and auditable, Management System relating to Labour Standards.  
**Our target:** Ongoing.

We will communicate these objectives and targets to all our employees and ensure that they are given the appropriate training to raise awareness of our ethical goals. These objectives and targets will be reviewed on an annual basis, taking account of any changes within legislation.

**Matthew Press**  
**Chief Executive Officer**  
**25<sup>th</sup> September 2020**