



# ETHICAL SOURCING POLICY

## Policy Goal

The aim of this policy is to ensure that CMI Accessories sources products in an ethical and socially responsible manner.

## Policy Scope

Our Ethical Sourcing Policy applies to all products that are sold in connection with CMI Accessories business activities.

## Policy Overview

To ensure that CMI Accessories meets its policy goal, it has developed a Responsible Sourcing Policy (12 Rules to Trade) which sets out our core values. These values are integral to how CMI Accessories does business and we expect our suppliers to respect and promote these values.

Core to these values are prohibition of child labour and forced labour, prohibition of harassment, payment of legal minimum wage, provision of a healthy and safe working environment, freedom of association and collective bargaining and compliance with all applicable laws and regulations in the countries in which these factories operate. In addition, CMI Accessories requests suppliers use best endeavours to responsibly source all raw materials.

CMI Accessories acknowledges that sourcing products in an ethically and socially responsible manner will involve a long road of continuous improvement, but we have started along that road and are committed to the journey.

## CMI Accessories Ethical Sourcing - 12 Rules to Trade

The CMI Accessories Ethical Sourcing Policy (12 Rules to Trade) can be summarised as:

1. **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 14 years of age.
2. **No Forced Labour** – Suppliers shall not allow any forced or involuntary labour.
3. **No Harassment or Abuse** – Suppliers must provide a work environment free of harassment, unlawful discrimination and free of corporate punishment in any form.
4. **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.
5. **No Bribery or Corruption** – Suppliers must apply professional business ethics to all their dealings and maintain transparent documentation and records.

6. **Appropriate Compensation and Benefits** – All suppliers must agree to pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.
7. **Compliance with Laws** – Suppliers must meet their contractual obligations to CMI Accessories and their own suppliers and comply with all applicable local/national laws and regulations
8. **Healthy and Safe Workplace** – Suppliers shall provide a safe and healthy workplace as per minimum requirements of the local and regional laws.
9. **Freedom of Association** – Suppliers must recognise and respect the rights of employees to exercise their lawful rights of free association and collective bargaining.
10. **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.
11. **Sub-Contractors** – Suppliers must ensure that all sub-contractors and suppliers providing materials or labour in the manufacture of products for CMI Accessories have an ethical sourcing programme which aligns to the CMI Accessories Ethical Sourcing Policy.
12. **Compliance with the 12 Rules to Trade** – we ask our suppliers to confirm their understanding of their commitment to the CMI Accessories Responsible Sourcing Policy.

## Policy Enforcement

All new suppliers are requested to confirm their understanding of and commitment to the 12 Rules to Trade as part of the onboarding process. We request all existing suppliers to submit an annual declaration confirming their continuing commitment to the 12 Rules to Trade.

Where suppliers are found to be in breach of the 12 Rules to Trade, but CMI Accessories believes that the breach can be rectified, CMI Accessories works with the 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.