

Copeland Statement on the United Kingdom Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act

Copeland is dedicated to combatting modern slavery and human trafficking across its operations and supply chains. This statement is published pursuant to the United Kingdom Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act and outlines the steps we have taken to uphold human rights and ensure ethical practices.

Our Commitment

As a trusted global partner, Copeland adheres to internationally recognized human rights standards. We comply with all applicable laws and regulations, explicitly opposing any form of forced, bonded or indentured labor, involuntary prison labor or child labor, or human trafficking. We extend these principles to our suppliers by requiring their compliance with these same ethical practices.

Policies and Procedures

Copeland's commitment is supported by robust policies and procedures, including:

- **Copeland Code of Conduct:** Ensures all company operations respect human rights and oppose modern slavery.
- **Supplier Code of Conduct:** Prohibits forced labor and human trafficking, and mandates adherence to ethical sourcing practices.
- **Ethics Hotline:** Provides anonymous channels for reporting human rights concerns without fear of retaliation.

Due Diligence and Risk Management

Copeland employs proactive measures to prevent modern slavery, including:

- Conducting supplier onboarding audits
- Regularly monitoring supply chain risks

Training and Awareness

Copeland colleagues and agents participate in training on the Copeland Code of Conduct on an annual basis, including the prevention of modern slavery.

Monitoring and Evaluation

Copeland assesses supplier performance on a regular basis to ensure compliance with human rights standards, including modern slavery.

This statement reflects our unwavering commitment to transparency, ethical operations, and sustainable practices.

Signature:



Ross B. Shuster
CEO, Copeland

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