

## UN Global Compact content index

The Group is committed to making the 10 principles part of its strategy, culture and day-to-day operations. These are reflected in the below mentioned written commitments and policies, with further deep dive information provided throughout this Sustainability Report. Performance metrics are tracked and are available on pages 150-155.

| UN Global Compact Principle  | CKHH written commitment/policies  | Sustainability report page reference & further notes  |
|--|---|---|
| <b>Human Rights</b>  |   |   |
| Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights                         | <a href="#">Human Rights Policy</a> <br><a href="#">Modern Slavery and Human Trafficking Statement</a> <br><a href="#">Supplier Code of Conduct</a>  | As per the Group's Human Rights Policy, Modern Slavery and Human Trafficking Statement, and Supplier Code of Conduct, respect for human rights is a fundamental value of the Group. These policies lay out the principles and commitments by which the Group respects human rights throughout its business activities.  |
| Principle 2: make sure that they are not complicit in human rights abuses  |   | Case study information on how the Retail division is addressing human rights protection in its supply chain is available on pages 82-83.  |
| <b>Labour</b>  |   |   |
| Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | <a href="#">Human Rights Policy</a> <br><a href="#">Modern Slavery and Human Trafficking Statement</a> <br><a href="#">Code of Conduct</a>           | The Group aims to create great places to work, with the following key aims: <ul style="list-style-type: none"> <li>• Attract, develop and retain a high-performing and engaged workforce.</li> <li>• Make work an equitable, diverse and inclusive environment that reflects the diversity of the communities in which the Group operates.</li> <li>• Promote zero harm and healthy workplaces.</li> </ul> How the Group is doing this is explored in detail on pages: 28-29, 52-55, 65-68, 114-119, 146-149.   |
| Principle 4: the elimination of all forms of forced and compulsory labour  |   |   |
| Principle 5: the effective abolition of child labour   |   | The Group respects its employees' right to join or form a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, the Group is committed to establishing a constructive dialogue with their chosen representatives. It is committed to bargaining in good faith with such representatives.  |
| Principle 6: the elimination of discrimination in respect of employment and occupation   |   | The Group prohibits the use of all forms of child labour or forced labour, including prison labour, bonded labour, any form of slavery and any form of human trafficking.<br><br>The Group is committed to providing a work environment that is free from all forms of discrimination on the basis of race, ethnicity, gender, creed, religion, age, disability, sexual preference or position. It is a Group policy to provide equal opportunity to all employees with regard to hiring, pay rates, training and development, promotions and other terms of employment.<br><br>Case study information on how the Group is addressing inclusion and diversity is available on pages 28-29, 54-55, 68-71, 118-119. |
| <b>Environment</b>   |   |   |
| Principle 7: Businesses should support a precautionary approach to environmental challenges  | <a href="#">Sustainability Policy</a> <br><a href="#">Environmental Policy</a> <br><a href="#">Supplier Code of Conduct</a>                    | The Group is committed to protecting the environment with three key objectives according to its Sustainability Framework and Sustainability Policy: <ol style="list-style-type: none"> <li>1. Take action on climate change</li> <li>2. Protect natural resources</li> <li>3. Promote a circular economy</li> </ol>   |
| Principle 8: undertake initiatives to promote greater environmental responsibility   |   | It is also dedicated to developing business solutions to drive the net-zero transition and a circular economy as well as promote sustainable sourcing.  |
| Principle 9: encourage the development and diffusion of environmentally friendly technologies  |   | The ways in which it is managing these objectives are being managed, as well as the targets being set, are explored in further detail on pages: 12-26, 40-50, 62-64, 72-78, 82, 100-113, 126-129.   |
| <b>Anti-Corruption</b>   |   |   |
| Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery                            | <a href="#">Code of Conduct</a> <br><a href="#">Anti-Fraud and Anti-Bribery Policy</a> <br><a href="#">Supplier Code of Conduct</a>            | The Group is dedicated to adhering to the highest compliance and anti-corruption standards and acting with integrity always.<br><br>This is further explored on pages 19-21.  |