

Supplier Code of Conduct

At Pinksheep, we aspire to create thoughtful, responsibly made products that support a more sustainable and equitable future. We believe in ethical partnerships, environmental care, and the long-term wellbeing of the people and communities we touch. To fulfil these aspirations, we are committed to a standard of excellence in every aspect of our business in every community in which we operate, Ethical and responsible conduct in all our operations, Respect for the rights of all individuals, and Respect for the environment.

We expect our suppliers to comply fully with applicable laws and to adhere to internationally recognised environmental, social, and corporate governance standards (ESG standards). We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

At Pinksheep, we believe that strong environmental, social, and governance (ESG) principles are not just good practice – they're essential to building a resilient, future-ready business. Our commitment to ESG reflects our responsibility to minimise harm, uplift people, and act with integrity at every stage of our supply chain.

We see ESG as a shared opportunity: to reduce environmental impact, foster ethical and inclusive workplaces, and ensure transparency and accountability in everything we do. These principles guide how we operate – from product design and packaging to fulfilment and customer service – and we expect our suppliers to be active partners in this journey.

By working with suppliers who uphold these standards, we can offer our customers products they can trust and build a business that has a positive, lasting impact.

Environment

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.
- You ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- You protect your employees' and neighbours' lives and health and the general public against hazards inherent in your processes and products.
- You use resources efficiently, apply energy-efficient and environmentally friendly technologies and actively reduce your waste produced (both non-hazardous and hazardous), as well as emissions to air, water and soil.
- You minimise your negative impact on biodiversity, climate change and water scarcity.
- You minimise the use of toxic chemicals in the products you supply - and toxic chemicals used will be stated.
- You already do or are committed to tracking and measuring your greenhouse gas emissions to help reduce your carbon footprint.

Social

- You support the protection of internationally proclaimed human rights, and fight forced labour (including modern slavery and human trafficking) and child labour. This includes a zero-tolerance approach to the exploitation of any kind, and that you comply in full with requirements in the UK's Modern Slavery Act 2015.
- You uphold the freedom of association and the right to collective bargaining under applicable laws.
- You treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- You enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace and this is done in a confidential manner with stakeholders' rights protected who brought concerns forward.
- You comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions.

Governance

- You abide by all applicable national and international trade laws and regulations, including but not limited to antitrust, trade controls, and sanction regimes.
- You consider business integrity as the basis of business relationships.
- You prohibit all types of bribery, corruption and money laundering.
- You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- You implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- You conduct a business risk assessment and have identified what risks you have, as well as a method statement to tell you how to minimise those risks.
- Abiding by these ESG principles is important for us as a business. Should you have any concerns about illegal or improper conduct, please contact us directly.

We review our Supplier Code of Conduct on an annual basis, and if there are any amendments required, we will notify you in a timely fashion.