



Responsible Sourcing Policy

1. Introduction

Objectives: CherryField is committed to reducing the environmental impact of the products we produce, and sourcing in a responsible manner in line with international standards on responsible business practice, including the United Nations Guiding Principles on Business and Human Rights, the Ethical Trading Initiative (ETI) Base Code, and OECD Guidance for Responsible Business Conduct.

This Responsible Sourcing Policy sets out our principles, expectations and approach to upholding environmental standards and human rights throughout our business and supply chain.

Scope: We expect that these principles and standards will be upheld by all employees and business partners, including suppliers and owned manufacturing sites. Specific expectations of suppliers are set out in the Supplier Code of Conduct. CherryField expects that our direct suppliers will uphold these principles with subcontractors and their own suppliers.

Governance: Sustainability is a journey and CherryField intends to reduce our impact and improve our processes over time. Therefore, this policy will be reviewed at least annually to ensure alignment with industry and regulatory landscape changes, to ensure we are continually working towards improvement.

The Responsible Sourcing Policy is owned by Naresh Sonnathi, ESG Lead.

CherryField commits to ensure relevant employees are made aware of our Responsible Sourcing Policy and receive training and resources required to support understanding and implementation of our core principles.

2. Key principles

CherryField aims to drive change in our supply chain from source to shelf, by reducing our environmental footprint, protecting workers and delivering operational excellence, through upholding the following key principles:

1. **Environment:** reducing the environmental footprint of our operations and products
2. **Human Rights:** upholding internationally recognised human rights and labour standards in our own operations and across our supply chains
3. **Ethical & Responsible Business Conduct:** ensuring business ethics in dealings with suppliers and through our supply chain.

The key provisions covered within the Responsible Sourcing Policy include:

- **Minimum expectations of our key principles**
- **How we assess and manage supply chain risks**
- **Related policies**

3. Minimum expectations of our key principles

CherryField takes measures to ensure the company and its suppliers source responsibly and comply with legal and regulatory requirements. Adherence to this Policy is fundamental to ensuring that all entities, regardless of geographic location, comply with applicable legislation.

Every employee is responsible for assisting CherryField in its efforts to source responsibly. This includes attending relevant training and following policies and standard operating procedures.

3.1 Environment

CherryField is committed to managing and reducing the environmental impacts of our operations and products and expects that any subsequent additional policies are adhered to, and where no policy or local regulations exist, business partners and suppliers are expected to operate in a manner that does not pose risks to the environment or communities. This includes, but is not limited to, the reduction and management of greenhouse gas emissions, water consumption, waterborne effluent, hazardous chemicals, industrial waste and the use of non-renewable resources.

3.2 Human Rights

Suppliers, including CherryField's own manufacturing operations, are expected to comply with all human rights topics covered within CherryField's Supplier Code of Conduct, which is based on international principles of human rights, such as the United Nations Guiding Principles on Business and Human Rights and draws on principle standards as defined in the Ethical Trading Initiative (ETI) Base Code, International Labour Organization (ILO) core conventions and Declaration of Fundamental Principles and Rights at Work.

CherryField prohibits the use of forced labour, child labour or any other form of modern slavery in its supply chain, including sourcing materials, for example cotton, from countries at high risk of forced labour. Suppliers are expected to conduct their own supply chain due diligence to ensure compliance.

3.3 Ethical & Responsible Business Conduct

CherryField is committed to conducting business in an ethical manner and we expect anyone working for us, or with us, to operate with the utmost honesty and integrity, in compliance with all applicable anti-bribery and anti-corruption laws and not engage in, or promote, any conduct that involves or gives the appearance of offering, giving, soliciting, or receiving any kickback or bribe.

4. How we assess and manage supply chain risks

This Responsible Sourcing Policy is implemented through our Sustainability Governance Structure, led by the Sustainability Lead and with oversight from the Senior Leadership Team. A risk-based approach is taken to prioritizing risks in our supply chain and appropriate due diligence is undertaken to identify, address and prevent and mitigate actual and potential harms. An annual risk screening is undertaken, with further due diligence, such as audits, undertaken based on severity and likelihood of risks, potential and actual harms.

When suppliers fail to comply with any requirements, identified performance gaps must be remedied by corrective actions within an agreed upon timeframe, typically 90 days. If a supplier fails to address identified performance gaps within the agreed upon timeframe, CherryField will respond proportionally.

5. Related policies

Supplier Code of Conduct

The Supplier Code of Conduct sets out specific requirements that we expect our suppliers to adhere to.

All suppliers are expected to read and familiarize themselves with the terms in the Code of Conduct, which must be signed on an annual basis as part of a contractual agreement.

The Code of Conduct will be provided to suppliers in a local or mutual language.

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