

ETHICAL TRADING POLICY

Rhino Global Ltd strives to conduct business to the highest ethical and environmental standards seeking to use and utilise manufacturers that do the same. Rhino has its own detailed code of conduct, which is integral to its business and that all suppliers and their sources must adhere to.

This code of conduct is based on current best practices with regard to employment ethics, health and safety practices and environmental practices; so that when a customer purchases our goods they know that they have been produced under acceptable conditions. That means that the goods must have been produced: -

- lawfully, through fair and honest dealing;
- without exploiting the people who made them;
- in decent working conditions;
- reducing the environmental impact during production and transportation.

It is a requirement of all those with whom we do business to demonstrate that they have in place policies with respect to: -

- Business Ethics generally;
- Education and training;
- Environmental compliance and best practice;
- Equality, diversity, non-discrimination, and prevention of harassment; and
- Health and safety.

All our first tier suppliers and service providers are required to answer questionnaires on this subject on engagement and from time to time. They are required to show that they set similar criteria for their own suppliers and service providers. Thus, the aim is to demonstrate a commitment to good business ethics throughout the length of the supply/service provision chain.

All prospective new suppliers are informed that on site audits may be carried out to verify all of their responses. Existing suppliers, both at home and abroad, may also be visited where non-conformance and/or a breach of expected ethical trading standards has been identified.

As part of our commitment to this policy and continual improvement of our Quality Management System we are evolving a more robust system and program for auditing compliance with ethical standards.

The following factors preclude Rhino Global Ltd dealing with a company or other entity, whether they are present within the business itself or tolerated by the regime which governs the state in which the business is situated: -

- Child labour;
- Over-long working hours;
- Over-long working week;
- Insufficient holiday;
- Insufficient breaks for refreshment and nutrition;
- No minimum wage or unacceptably low minimum wage;
- Failure to pay minimum wage;
- Forced overtime working (whether by direct or indirect pressure);
- Lack of consideration for domestic and family matters;
- Poor treatment of sick employees;
- Unfair disciplinary procedures or lack of procedures;
- Poor working conditions (e.g. poor Health and Safety generally, overcrowding, lack of temperature control/ventilation, poor cleanliness and hygiene, lack of sanitation and facilities).

This policy will be reviewed annually as part of our Management Review procedures. All staff are invited to input. The policy is overviewed by the Managing Director.

Signed:

Name: D Reynish

Position: Managing Director

Date: 1st April 2024