

## **Procter & Gamble UK Information Regarding the UK Modern Slavery Act 2015:**

Guided by our Principles, Purpose, and Values (PVPs), Procter & Gamble UK (“P&G”) is committed to operate within the spirit and letter of the law and to maintain high ethical standards wherever we conduct business. P&G does not condone or tolerate efforts or activities to achieve business results through illegal or unethical dealings.

Our suppliers know that we are concerned not only with results, but also with how those results are achieved. We expect all of our suppliers to conduct their business with the same high standards.

The UK Modern Slavery Act 2015 requires commercial organizations carrying out business in the UK with an annual turnover of at least £36 million to publish a modern slavery statement. The following describes the steps we have taken to combat slavery and human trafficking on a global basis:

### OUR ORGANIZATION

We are a part of the Procter & Gamble group of companies (Group), and our ultimate parent company is The Procter & Gamble Company. The Procter & Gamble Company has its head office in the United States of America. The Group has over 100,000 employees worldwide. More details of the structure of our business can be found at [http://www.pg.co.uk/who\\_we\\_are/structure\\_governance](http://www.pg.co.uk/who_we_are/structure_governance)

P&G is a leader in consumer goods, focused on providing branded consumer packaged goods of superior quality and value to our consumers. The Group’s products are sold in more than 180 countries and territories primarily through mass merchandisers, grocery stores, membership club stores, drug stores, department stores, salons, high-frequency stores, online and distributors. The Group has on-the-ground operations in approximately 70 countries, including more than 130 manufacturing sites and more than 250 shipping locations worldwide. In total, across our entire supply chain, (e.g., raw materials, packaging, services, equipment), the Group works with approximately 80,000 suppliers.

### OUR POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Group’s [Human Rights Policy Statement](#) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### DUE DILIGENCE PROCESSES

Our Group has in place systems to:

- Identify and assess potential risk areas in our supply chains.

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers (employees and third parties).

In order to facilitate compliance with the Modern Slavery Act 2015, the Group has created a multi-functional team, which includes representatives from Purchases, Product Supply, Sustainability, Research & Development, Finance & Accounting, Global Business Services, Corporate Communications, Corporate Compliance and Legal functions. Led by The Procter & Gamble Company's Chief Ethics & Compliance Officer, the team has designed and implemented processes for supply chain review, supplier and employee outreach, due diligence and risk management.

Specifically, as part of our initiative to identify and mitigate risk, every three years our Group evaluates our suppliers and identifies high-risk suppliers on a number of parameters including known risks and country location. We use the Maplecroft Human Rights Risk Index and countries identified as Extreme Risk by Maplecroft are included within our evaluation for high-risk suppliers. Our Group requires that an independent, third party auditor audits high-risk suppliers at least every two years. These audits are announced beforehand, and the auditors utilize the [Sedex Members Ethical Trade Audit \(SMETA\)](#) Best Practice Guidelines and audit report format.

Suppliers are encouraged to report any ethical concerns or policy violations, as outlined at <http://www.pgsupplier.com/en/pg-values/report-a-concern.shtml>. This reporting mechanism is operated by a third-party supplier to help ensure anonymity. More details on our process can be found at [P&G's Supplier Site](#).

#### SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

[P&G's Worldwide Business Conduct Manual](#) (WBCM) explains the global standards to be followed in our daily business activities as well as our legal and ethical responsibilities. The WBCM applies to all employees and members of the Board of Directors, regardless of location, seniority level, business unit, function, or region. P&G also expects suppliers and other business partners to comply with the relevant aspects of our WBCM. The relevant aspect of the WBCM states:

We do not use child or forced labour in any of our global operations or facilities. None of us should tolerate any form of unacceptable treatment of workers in our operations or facilities. This means, among other things, that we do not permit exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide. Workers under the age of 18 shall not perform hazardous work.

Employees understand that they must know and follow our WBCM, as well as the policies and procedures that apply to their job. Employees are expected to report known or suspected violations. Finally, failure to follow the law, the WBCM, or

Company policies will subject employees to disciplinary action, up to and including termination.

P&G's [Sustainability Guidelines for External Business Partners](#) (the Guidelines) is our expected code of conduct for all suppliers. The Guidelines state:

Employment must be voluntarily and freely chosen. External business partners including recruitment agencies must verify the legal employment eligibility of employees to work. External business partners including recruitment agencies must not use child labour, prison labour, indentured or bonded labour, human trafficking, or modern day slavery. External business partners must never use corporal punishment or other forms of mental and/or physical coercion. External business partner employees should not be required to lodge deposits or identity papers, or to pay recruitment fees, and should be free to leave their employer after reasonable notice. P&G expects those recruitment agencies that work for P&G to train their employees who are assigned to work on the P&G account to ensure they understand these requirements.

The Guidelines also state:

P&G reserves the right to conduct audits to assure compliance with these guidelines and also reserves the right to discontinue any relationship should the external business partner violate, fail to correct, or have a pattern of violating these guidelines.

#### TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, our Group provides a [Sustainability Compliance Guide](#) for our External Business Partners and training to our Communications, Human Resources, Legal and Purchases organizations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes P&G's slavery and human trafficking statement for the financial year ending 30 June 2016.

Please send an email to [sustainrep.im@pg.com](mailto:sustainrep.im@pg.com) if you have any questions or need additional information.



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