



## **Copeland Statement on the California Transparency in Supply Chains Act and United Kingdom Modern Slavery Act of 2015**

We at Copeland take seriously our role as a trusted global partner and our responsibility to help make the world a better place. As required pursuant to the California Transparency in Supply Chains Act and the United Kingdom Modern Slavery Act of 2015, Copeland is providing this public statement outlining our efforts to address slavery and human trafficking in our supply chain.

Copeland is committed to respecting human rights, both in our operations and those of our suppliers. Copeland complies with all applicable laws and employment regulations where we operate and does not engage in forced labor or human trafficking.

Copeland's policies oppose—and we forbid our suppliers to use—any form of forced, bonded or indentured labor, involuntary prison labor or child labor. Copeland objects to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

Copeland requires compensation practices to comply with applicable wage laws, including those related to minimum wages, overtime compensation and legally mandated benefits. We expect our suppliers to abide by the foregoing principles, to respect the rights of workers to associate freely and seek representation in accordance with local laws, and to operate at all times in a manner that supports our commitment to conduct business responsibly.

Ross Shuster  
Copeland CEO