



## **Kagome Commitment to the ETI Base Code**

Kagome is committed to upholding the principles of the Ethical Trading Initiative (ETI) Base Code, which is founded on the conventions of the International Labour Organization (ILO). These principles guide our operations and inform our expectations of suppliers and business partners.

Kagome integrates these principles into its Sustainable Procurement Guideline and supplier engagement practices.

### **ETI Base Code Principles**

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour shall not be used.
5. Living wages are paid.
6. Working hours are not excessive.
7. No discrimination is practiced.
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

Kagome expects suppliers and business partners to operate in alignment with these principles and to cooperate with monitoring and audit processes where applicable.

Through responsible sourcing, transparency, and continuous improvement, Kagome strives to support ethical labor practices throughout its value chain.