



Coats Worldwide Employment Standards

Policy owner/ issued by	Reviewed and approved by	Date issued/ reviewed	Effective from	Next review
Chief People - Officer	Group Executive Team	March 2026	March 2026	2027

Our Commitment

Coats is committed to respecting the human rights of all people who work for or on behalf of the Company and we are committed to respecting internationally recognized human rights relevant to our business, including the Ten Principles of the UN Global Compact, the International Labour Organization's Declaration on the Four Fundamental Principles and Rights at Work and the International Labour Organization's core Conventions, all as further detailed in our Human Rights Policy Statement. We provide fair, safe, and inclusive working conditions wherever we operate and apply these standards consistently across our global operations.

This policy applies to all employees of Coats worldwide and, where relevant, to temporary workers, agency workers, contractors, and other individuals performing work under Coats' control.

Our Standards

1. Legal Compliance

We comply with all applicable employment and labour laws in the countries in which we operate. Where local law and this policy differ, we apply the higher standard.

2. Freely Chosen Employment

Coats prohibits all forms of forced, bonded, or compulsory labour, including human trafficking. We do not permit retention of identity documents, deposits, or any coercive employment practices

3. Child Labour and Young Workers

Coats does not employ child labour. We will not employ anyone below the legal age of employment in the relevant countries in which we operate and will not employ anyone under 18 years of age. Where lawful and appropriate, young workers are protected through strict controls on working hours, conditions, and tasks

4. Freedom of Association and Worker Representation

Employees have the right to freedom of association and to collective representation and bargaining within the legal framework of the country in which they work. We do not tolerate retaliation against individuals exercising these rights. Where legal restrictions exist, we support lawful alternative means of worker dialogue and engagement.

5. Fair Wages and Benefits

We meet or exceed legal requirements for wages and benefits in every country of operation. Wage practices are aligned with market benchmarks and Coats' living wage principles, and we support pay equity, including equal pay for work of equal value.



6. Working Hours, Rest, and Leave

Working hours, overtime, rest periods, and leave entitlements comply with applicable law and recognized good practice. We seek to prevent excessive working hours and ensure appropriate rest and recovery.

7. Equality, Diversity, and Inclusion

We provide equal treatment and opportunity for all employees. Employment decisions are based on merit, skills, and performance, without discrimination on grounds such as race, colour, nationality, gender, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic.

8. Dignity at Work

We are committed to a working environment in which everyone is treated with dignity and respect. Harassment, bullying, intimidation, violence, or any form of inhumane or abusive treatment will not be tolerated. All concerns are taken seriously, investigated promptly, and addressed without retaliation.

9. Health, Safety, and Wellbeing

We provide and maintain a safe and healthy working environment and take reasonable steps to prevent accidents, injuries, and work-related ill health. Safety and health at work are fundamental rights and shared responsibilities.

10. Ethical Recruitment and Employment Practices

Recruitment is conducted ethically and transparently. Workers will not pay recruitment fees, and employment terms will be clearly communicated in a language they understand. Disciplinary and termination processes are fair, lawful, and proportionate.

11. Speak-Up and Remedy

Employees and workers can raise concerns or complaints without fear of retaliation, including through confidential or anonymous channels where permitted by law. We investigate concerns promptly and take appropriate corrective action.

Accountability

Leaders are responsible for upholding these standards and ensuring they are embedded in everyday people practices. Breaches of this policy may result in disciplinary action.