



## CEO STATEMENT

N Brown are proud to support the UN Global Compact and participate in this important initiative as a member of the UN Global Compact Network UK.

We have found that as our business has deepened its commitment to ESG, our annual report has grown to incorporate much more detail on ESG matters with data and targets aligned to our stakeholder's requirements. As a result, we felt that it may be more effective to use the annual COP as a guide to our annual report by referencing the Ten Principles in a table rather than continue to prepare a standalone document repeating much of the annual report's detail. We believe that this is in line with governance and protocol. We hope that this keep-it-simple measure makes sense and would value your feedback.

Steve Johnson

Group CEO

Please note:

[This document and included table below are indented to be read with the N Brown Annual report incorporating a more comprehensive ESG report]

### The United Nations Global Compact Ten Principles

Human Rights		Page
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	11, 32, 42-53
Principle 2	Make sure that they are not complicit in human rights abuses.	11, 32, 42-53
<b>Labour</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	11, 32, 42-53
Principle 4	The elimination of all forms of forced and compulsory labour;	11, 32, 42-53
Principle 5	The effective abolition of child labour; and	11, 32, 42-53
Principle 6	The elimination of discrimination in respect of employment and occupation.	11, 32, 42-53, 64
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	4, 32, 42-53
Principle 8	Undertake initiatives to promote greater environmental responsibility; and	4, 32, 42-53
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	4, 32, 42-53
<b>Anti-Corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	36