

## **Political Donations Policy**

Tyman values strong and healthy relationships with the communities in which we operate and strives to make a positive impact on them. We engage with governments, regulators, public interest groups, industry organisations and other bodies in the course of conducting our business.

Tyman does not make political donations in any form and is committed to conducting our business with utmost integrity. For the purposes of this policy, a “political donation” may include (without limitation) any gifts (of money or other property), sponsorship, subscription or membership fees, money spent paying expenses of any political party or candidate, loans, the provision of any property, services or facilities other than on commercial terms.

For the avoidance of doubt, for the purposes of this policy, a political donation is neither: (a) a donation to a trade union, unless made to such union’s political fund; nor (b) a subscription paid to a trade association for membership. Our employees may get paid time off for trade union matters and our facilities may be used for trade union purposes provided, in each case, that the appropriate prior approvals are obtained.

Our employees must be mindful of the reputational implications of any lawful political activity they undertake in a personal capacity and ensure that any such activity or any personal contributions to civic or political activities do not suggest the involvement of any Tyman business.

The Tyman head office and its businesses all commit to:

- avoid making any donation, incurring any expenditure or participating in any activity that might be reasonably construed as a political donation or create a perception of political affiliation on behalf of the Head Office or any Tyman business
- promptly report to the General Counsel & Company Secretary if they believe that the prohibition on political donations may have been breached

The Board has approved this policy, which the Chief Executive is primarily responsible for implementing across the Group. Each division’s President is responsible for implementing and promoting the policy in their business, including providing effective leadership, allocating requisite resources and ensuring the requirements of this policy are met.