

The Mr Price Group Limited's salient issue assessment includes actual or potential human rights risks to workers across all our sourcing locations. Our sourcing concentration is primarily South Africa, China and Eswatini and as such our identified areas of real or potential risks are focused on these regions.

Risk (Actual or Potential)	Location	Reason of risk	Ongoing mitigation plans
Health & Fire Safety ETI base code: Working conditions are safe and hygienic	Own Operations Value Chain (All sourcing countries)	Throughout our value chain we have identified that the highest number of non-compliances relate to healthy working conditions and adequate fire safety conditions.	Legislative Compliance: Ensuring all store environments comply. Audits & Remediation: Requiring annual third party social and ethical audits at manufacturing sites and corrective actions undertaken by suppliers targeting non-compliance closures. Supplier Support: Social compliance teams monitor (audit data & local site visits) and engage with suppliers to provide guidance on remediation. Bespoke system enablement for suppliers, to ensure collaborative efforts on non-compliance closures*.
Wage & Labour: ETI base code: Living wages are paid	Value Chain (All sourcing countries – particular focus on South African value chain)	Throughout our value chain we have identified instances of unmet basic worker wage and benefit needs.	Code of Conduct Enforcement: Mandated adoption and enforcement of the Code of Conduct (COC) via supplier contracts. Audits & Remediation: Requiring annual third party social and ethical audits at manufacturing sites and corrective actions targeting wage and labour non-compliance closures. Informed discussions: Ongoing wage analysis supports informed discussions with suppliers. The FY25 review included entity registration, governance, labour regulations, and wage/benefit data for South African workers. Audit reports were examined for factors affecting wages and benefits alongside governance structures. This assessment enabled improved understanding of issues and opportunities to enhance wage compliance and supplier engagement.*
Working Hours: ETI base code: Working hours are not excessive	Own Operations Value Chain (All sourcing countries)	Seasonal peaks and order requirements may contribute to overtime which if improperly managed can affect worker health and wellbeing. Whilst all our sourcing countries observe working hour regulation, violations can occur.	Working Hours Policy: Implementing a policy that ensures working hours, and rest times comply with national laws and International Labour Organization (ILO) conventions. Code of Conduct Enforcement: Mandated adoption and enforcement of the COC via supplier contracts to ensure compliance. Audits & Remediation: Requiring annual third party social and ethical audits at manufacturing sites. Monitoring the implementation of corrective actions targeting non-compliance closures and aim to ensure overtime hours do not exceed ILO convention. Responsible sourcing & Supplier support: Dedicated sourcing and compliance teams engage suppliers and monitor non-compliances pertaining to management systems and working hours.*
Freedom of Association and Collective Bargaining ETI base code: Freedom of association and the right to collective bargaining	Value Chain (All sourcing countries)	Throughout our value chain we have assessed the probability of potential lack of respect for this enabling labour rights.	Annual Declarations: Requiring annual COC declarations from associates (employees) to ensure they understand and respect the right to freedom of association and collective bargaining. Code of Conduct Enforcement: Adoption and enforcement of the COC via supplier contracts to respect and uphold the right to join/form trade unions and bargain collectively.*
Forced Labour ETI base code: Employment is freely chosen	Value Chain (All sourcing countries)	All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily, and includes instances of intimidation, abuse of vulnerability, restriction of movement and retention of personal documents.	Code of Conduct Enforcement: Adoption and enforcement of the COC via supplier contracts to prevent forced labour practices. Immediate Corrective Actions: Requiring annual social and ethical compliance audits at manufacturing sites. If non-compliance/s identified, procedures in place for immediate business suspension pending remediation. Responsible Sourcing & Supplier Support: Monitoring focus on foreign workers and their legal right to work. Supplier engagement regarding legal right to work, especially for vulnerable worker groups (foreign workers)*.

*Denotes tracking of audit data through our bespoke compliance system, to age, monitor and action remediation of non-compliances by suppliers.