



colart

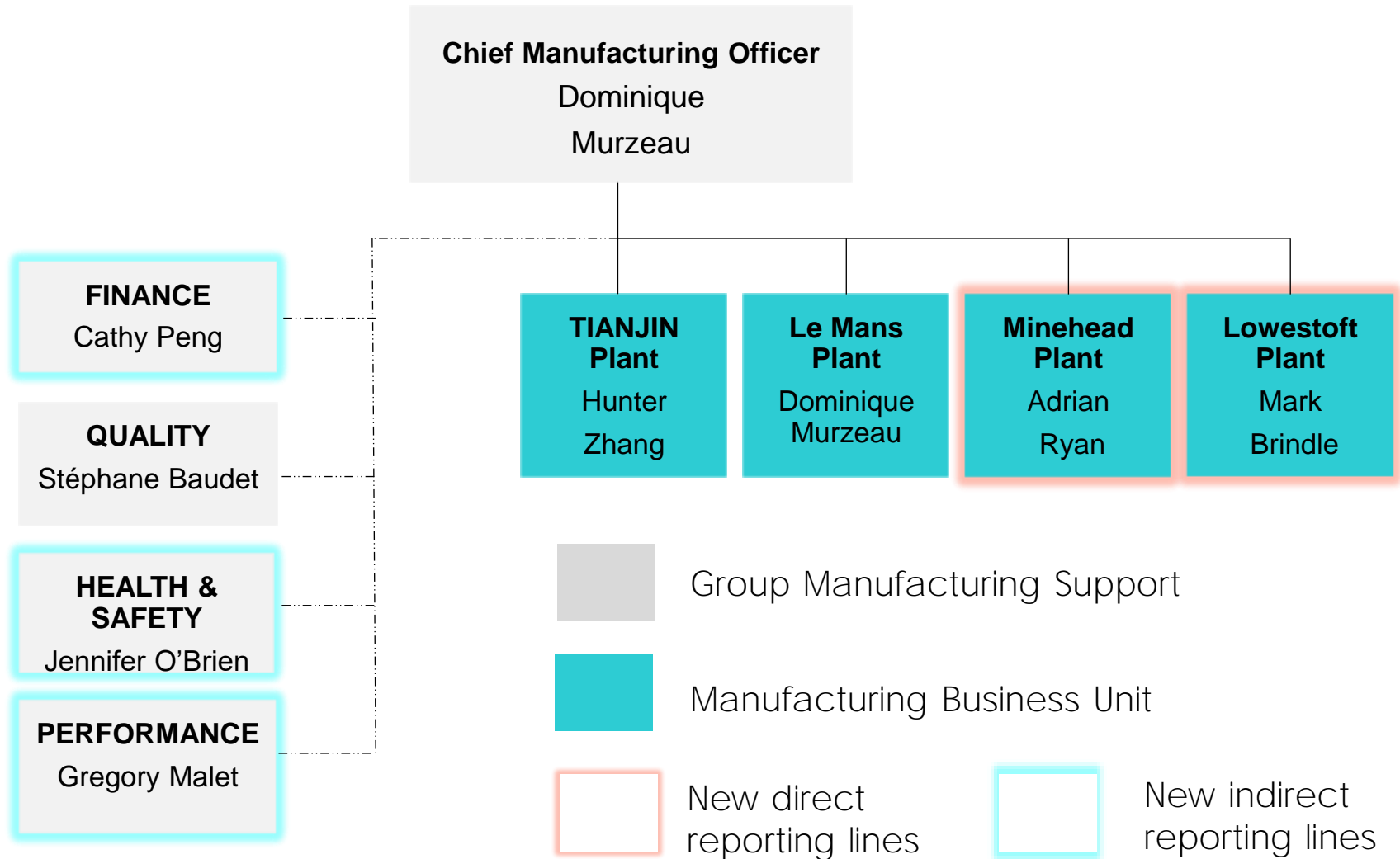
# RESHAPING OPERATIONS

NOVEMBER 2021

# Background and Context

- As communicated recently, Richard Llewellyn will be reducing his working week to 3 days from 1 January 2022
- In line with this change a number of structural changes will be taking place.
- Richard's focus will be solely on Sustainability as our ambition intensifies with becoming a B-Corp company in the short term and carbon neutral in the longer term (by 2030)
- These changes:-
  - Involve new reporting lines for members of Richard's current team
  - Enable logical alignments with other parts of the business
- A Colart News article will be written to highlight the changes to the group

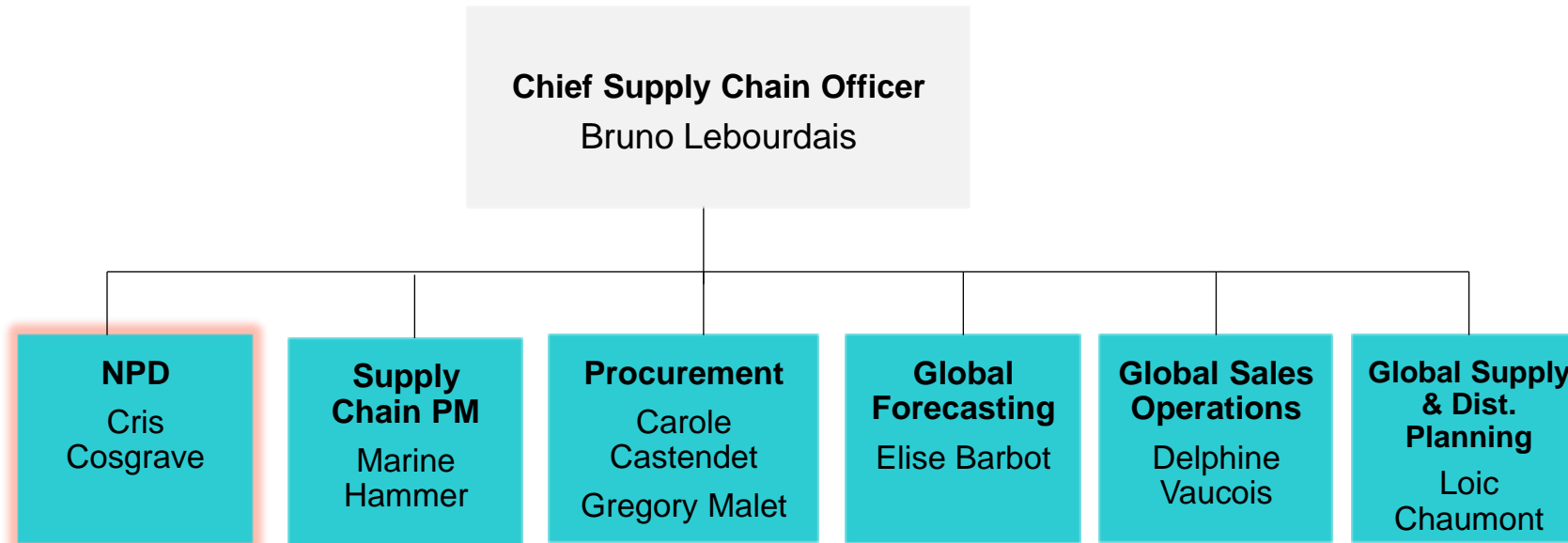
# Manufacturing



Immediately effective

- Clear focus and accountability for all manufacturing activities globally
- Global manufacturing footprint to optimise continuous improvement and collaboration
- Global alignment for Quality and Health and Safety

# Supply Chain

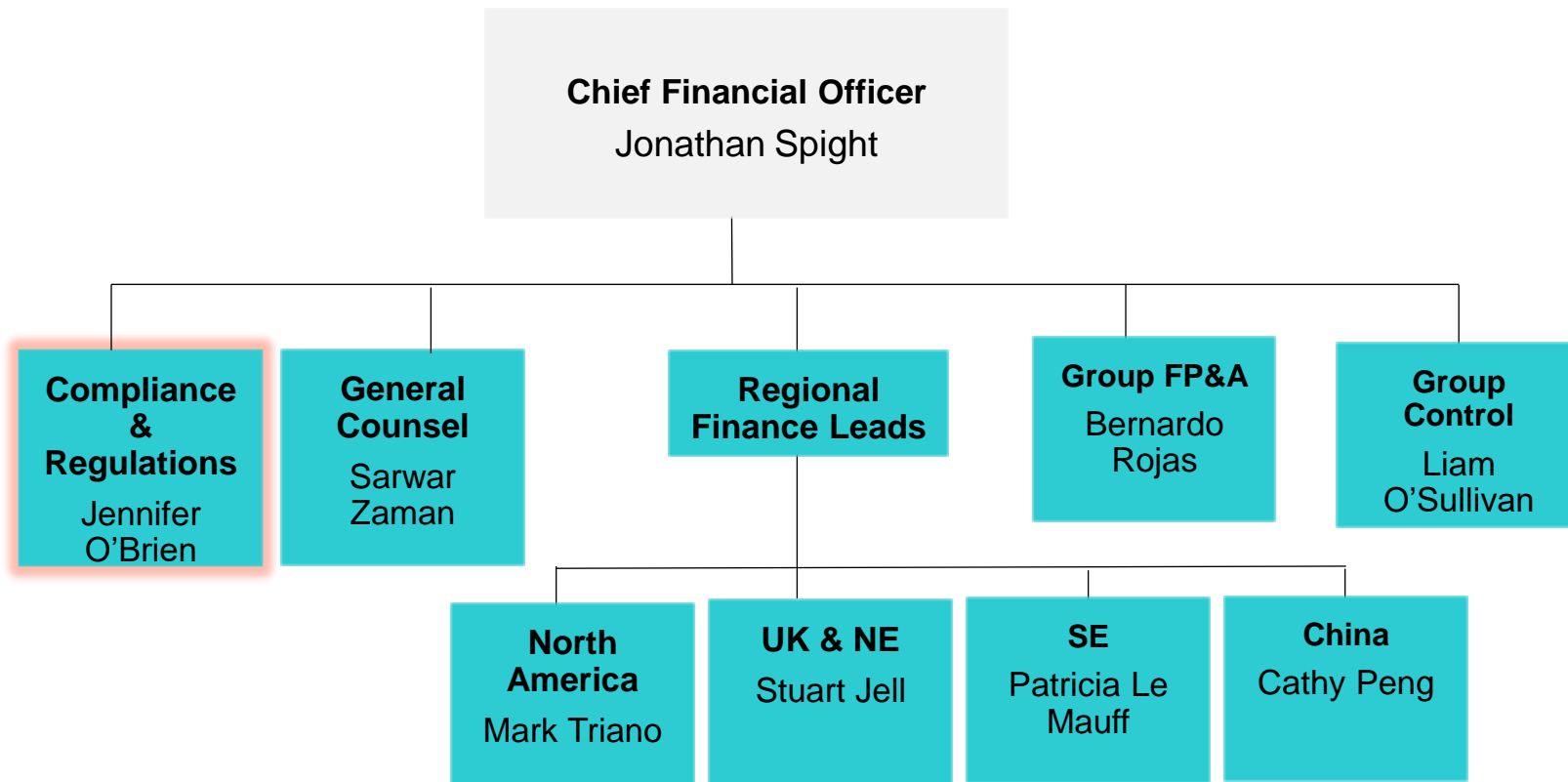


New reporting line

Effective from 1 January

- Reinforces the fundamental link of NPD to the Supply Chain Journey
- Building connectivity within Supply chain will optimise communication and collaboration

# Finance & Governance

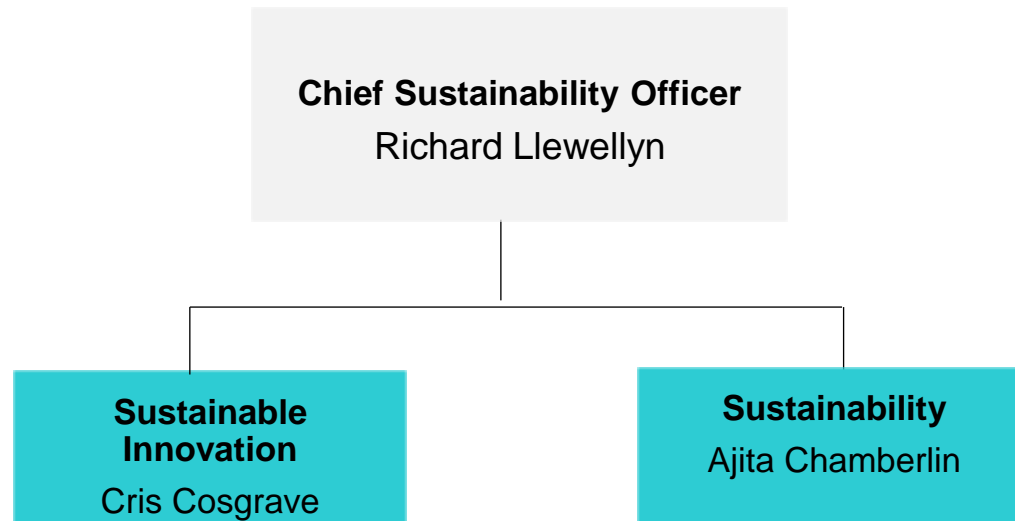


New reporting line

Effective from 1 January

- Reinforces the criticality of compliance and regulations as a potential business risk
- Embeds value creation thinking due to opportunities linked to compliance and regulations

# Sustainability



No change from today

- Reporting lines remain applicable
- Cris Cosgrave currently covering NPD during maternity leave of Neesha Jetha

# Other Changes from 1 January

- Trade mark accountability (currently sitting with Ajita Chamberlin) will transfer to the Brand teams as appropriate to enable direct control and communication.