

Responsible Sourcing Policy

Purpose:

This Responsible Sourcing Policy outlines our commitment to sustainable and ethical sourcing. Through this policy, we aim to promote responsible business practices across our supply chain that minimise environmental impact, uphold human rights, and contribute to a circular, low-carbon economy.

Scope:

This policy applies to all suppliers, contractors, and service providers across our operations. We expect all partners within our supply chain to comply with these principles, contributing to our collective impact on sustainability.

Our Responsible Sourcing Policy incorporates the following core principles:

1. Environmental Sustainability

- **Climate Resilience & Emissions Reduction:** We are committed to sourcing materials, goods, and services that prioritise low greenhouse gas (GHG) emissions and actively support climate resilience. Suppliers are expected to disclose their carbon emissions and set targets for GHG reductions.
- **Resource Efficiency & Circularity:** We aim to select products and services that incorporate recycled content, minimise waste, and support a circular economy by extending the lifecycle of materials through repair, refurbishment, and recycling.
- **Biodiversity Protection:** We strive to protect biodiversity by sourcing products that have minimal impacts on ecosystems, avoiding deforestation, and prohibiting the use of materials that harm natural habitats.
- **Certifications:** We encourage our suppliers to achieve recognised certifications such as ISO 14001 (Environmental Management) and ISO 45001 (Health & Safety) or demonstrate a commitment to environmental best practices.

2. Ethical Business Practices

- **Compliance with Laws:** Suppliers must comply with all applicable local, national, and international laws and regulations governing their operations, including those related to labour, health, safety, and environmental standards.
- **Anti-Corruption:** Suppliers must not engage in any form of bribery, corruption, or unethical practices in their dealings with us, government officials, or other entities.
- **Transparency:** Suppliers are expected to maintain accurate records of their operations and allow for audits, where necessary, to ensure compliance with this policy.
- **Local & Fair-Trade Sourcing:** Wherever possible, we prioritise sourcing from local suppliers and businesses that uphold fair trade principles. We aim to support local economies and encourage ethical practices throughout our supply chain.

3. Social Responsibility and Human Rights

- **Labor Standards:** Suppliers must adhere to fair labour practices, providing safe working conditions, fair wages, and respect for freedom of association. Forced labour, child labour, and other forms of exploitation are strictly prohibited.
- **Community Engagement:** We expect our suppliers to respect the rights and needs of local communities impacted by their operations. They should actively work to mitigate any adverse social or environmental impacts and contribute positively to local economies and communities.

- **Diversity and Inclusion:** In line with our commitment to social equity, we encourage suppliers to adopt inclusive practices and support diversity within their workforce.

4. Transparency and Accountability

- **Disclosure and Reporting:** Suppliers are required to disclose information related to their environmental and social performance, including GHG emissions, resource usage, and labour practices. We prioritise transparency to ensure accountability and to foster a culture of continuous improvement.
- **Traceability:** We expect suppliers to provide visibility into their supply chains, including the origin of raw materials and production practices. Suppliers should ensure traceability to prevent the use of conflict materials or illegally sourced resources.
- **Supplier Audits and Assessments:** We conduct regular audits and assessments of our supply chain partners to verify compliance with our responsible sourcing standards. Suppliers are expected to cooperate fully and work collaboratively to address any identified areas of improvement.

5. Innovation and Collaboration for Sustainable Solutions

- **Support for Innovation:** We actively seek partnerships with suppliers who demonstrate innovative approaches to sustainability, including the development of low-carbon technologies, alternative materials, and waste-reducing processes.
- **Collaborative Improvement:** We engage in collaborative initiatives with suppliers, industry groups, and stakeholders to drive forward sustainable practices.

Implementation and Monitoring

We will continually review our sourcing policies, practices, and supply chains to ensure alignment with our policies and the evolving global standards for responsible sourcing. Regular audits, both internal and external, will be conducted to verify compliance. Suppliers will be encouraged to collaborate with us in these efforts and to innovate in ways that enhance the sustainability and ethical standards of their operations.

Non-Compliance and Corrective Actions

If a supplier is found to be in violation of this policy, we will work with them to address the issue. However, persistent non-compliance or failure to take corrective action may result in termination of the business relationship.

Continuous Improvement and Review

This Responsible Sourcing Policy is a living document that will be reviewed and updated periodically to reflect advances in sustainable sourcing practices, regulatory changes, and evolving priorities. We commit to continuous improvement in our sourcing practices and expect our suppliers to share this commitment as we work together towards a more sustainable and ethical future.



David Coen
Managing Director

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