

Supplier Sustainable & Ethical Procurement Policy

1. Purpose and Scope

This policy outlines the minimum Environmental, Social, and Governance (ESG) standards we expect our suppliers to meet. It ensures that our supply chain aligns with the UK Modern Slavery Act 2015 and the Procurement Act 2023.

The approach is aligned UK Government guidance and will be modified where local country law differs.

2. Modern Slavery & Human Rights

Suppliers must proactively identify and mitigate modern slavery risks.

- **Compliance:** Suppliers with an annual turnover >£36m must publish a [Modern Slavery Statement](#) annually.
- **Transparency:** For high-risk contracts, suppliers must provide full visibility of their supply chain tiers.
- **Labour Rights:** Suppliers must ensure fair wages (ideally Real Living Wage), safe working conditions, and the right to join trade unions.
- **Whistleblowing:** Suppliers are required to have a confidential whistleblowing policy for their staff to report exploitation.

3. Environmental Stewardship (E)

- **Net Zero:** We expect our larger scale suppliers to have in place a Carbon Reduction Plan (CRP) detailing their path to Net Zero by 2050.
- **Resource Management:** Our suppliers should use ISO 14001 certified environmental management systems and/or demonstrate waste reduction initiatives.

4. Social Value & Diversity (S)

- **Economic Impact:** We encourage suppliers to create local jobs, apprenticeships, and skills development opportunities.
- **Equality:** Suppliers must demonstrate a commitment to Equality and Diversity, including reporting on their Gender Pay Gap where legally required.

5. Governance & Ethical Conduct (G)

- **Anti-Corruption:** Suppliers must comply with the Bribery Act 2010 and have robust internal training and audit controls.
- **Prompt Payment:** Suppliers should have a prompt payment policy in place to ensure SMEs in their own supply chain are paid within a satisfactory period of time (30-45 days.)

6. Monitoring and Enforcement

- **Audit Rights:** We reserve the right to conduct site visits or audits of supplier premises to verify compliance in areas we feel are high risk.
- **Termination:** Failure to rectify identified breaches of this policy, particularly regarding modern slavery, may result in immediate contract termination.