

# Sustainable Procurement Policy

We recognise that procurement has a significant impact on the environment and, as such, we are committed to reducing this impact as much as possible. This Sustainable Procurement Policy reflects the principles for a responsible & sustainable procurement strategy, production, and service; and is in keeping with our wider environmental sustainability policies, and commitment under our B Corp accreditation putting People, Pets, and Planet first.

We are committed to understanding and managing the environmental, social, and economic impacts within our supply chain through the delivery of sustainable solutions.

## Compliance & Accountability:

All employees are expected to adhere to this policy to maintain a secure, respectful, and productive working environment. Leadership and or your regional Facilities manager will support compliance through periodic reminders and spot checks.

By following this policy, we contribute to a safer, more collaborative, and values-driven workplace.

## Objective:

The objective of this policy is to promote sustainable procurement practices within our company. We aim to consider environmental, social, and economic factors when procuring goods and services, and to minimize the negative impact of our purchasing activities on the environment and society.

## Supplier Evaluation and Selection:

- a. Suppliers will be evaluated based on their sustainability performance, including their environmental practices, social responsibility initiatives, and adherence to ethical standards. Completion of mandatory documents such as Supplier Assessment Questionnaire and Code of Code is required.
- b. Preference will be given to suppliers who have certifications or recognised standards for sustainability, such as ISO 14001 for environmental management or GFSI certifications for human food manufacturing process and or B Corp accreditation for ethical, environmental, and social responsibility commitments.
- c. Suppliers will be assessed based on their ability to provide environmentally friendly products or services and their commitment to reducing their carbon footprint.
- d. Supplier will ensure that they have robust processes and procedures in place which allows them to trace ingredients and carry out a "re-call "in a timely manner.

## Environmental Considerations:



- a. Whenever possible, we will give preference to products and services that have a lower environmental impact throughout their lifecycle, including production, use, and disposal.
- b. We will promote energy-efficient and resource-efficient products /services, such as those with high energy efficiency ratings or products made with recycled content.
- c. Packaging materials should be minimized, and preference will be given to suppliers who can source sustainable ingredients, packaging materials or continue to invest in sustainable innovate solutions. Completion of mandatory Supplier Technical and packaging questionnaire is required.

### **Social Considerations:**

- a. Suppliers will be expected to comply with international labour standards, including fair wages, safe working conditions, and the prohibition of child labour and forced labour.
- b. We will encourage the inclusion of diverse suppliers and promote equal opportunities for all suppliers, regardless of their size or ownership structure.
- c. Suppliers should demonstrate a commitment to ethical practices and respect for human rights in their operations and supply chains.

### **Lifecycle Assessment:**

- a. We will consider the full lifecycle impact of products and services, including their extraction, production, transportation, use, and disposal.
- b. Preference will be given to products that leave the least impression on the planet and are easily recyclable across the globe.
- c. Where feasible, we will explore opportunities for collaborating with suppliers & customers to improve recycling options for the end consumer.

### **Collaboration and Continuous Improvement:**

- a. We will collaborate with suppliers, industry associations, and other stakeholders to foster innovation and share best practices in sustainable procurement.
- b. Regular performance reviews will be conducted with suppliers to monitor their compliance with sustainability requirements and identify areas for improvement.
- c. We will continuously review and update our sustainable procurement policy to align with evolving sustainability standards, industry practices and Environmental, Social and Governance (ESG) commitments.

