

## Responsible Sourcing Policy

**Our Responsible Sourcing Policy embodies our commitment to sourcing materials and managing our supply chain in the most responsible and sustainable way.**

Responsible sourcing considers all stages of production from raw material extraction and processing, through to the supply of our products and ultimate disposal. Our business operates this policy within the principles below. We will communicate the policy requirements to all those responsible and ensure compliance.

### People and the Community

#### Health & Safety

We maintain a safe working environment for our employees, subcontractors, suppliers and anyone affected by our operations. These are of paramount concern and our primary commitment.

- We take an uncompromising approach to health and safety with ambitious targets and a goal of zero harm.
- Every visitor and contractor to an Etex Building Performance site is briefed on the company's health & safety policy and undergoes a site induction.
- We provide guidance and support on the correct and safe use of our products.

#### Employees and Community

We ensure our staff has the necessary training, support and development opportunities to meet the changing needs of our business.

We engage and communicate with our stakeholders and local communities according to defined company standards, including a clear complaints procedure.

We treat our people and contractors fairly and with respect, upholding fundamental labour rights.

We adhere to the International Labour Organisation (ILO) Conventions and the UN Global Compact\*

#### Suppliers

We build mutually beneficial, ethical, economic and environmentally sustainable partnerships with our key strategic suppliers.

- We adhere to a supply chain procurement policy which ensures sustainable partnerships.
- We ensure key strategic suppliers have the necessary controls and management processes in place to uphold the ILO Conventions and the ten principles outlined in the UN Global Compact\*
- We implement a Supplier Code of Conduct on minimum standards as a condition of business.
- We assess suppliers against relevant criteria and challenge where necessary.

\* see page 3

### **Natural Resources and the Environment**

We continue to develop our programmes which reduce the use of natural resources and fossil fuels in our operations.

- We optimise the reduction, recovery and recycling of waste in our processes, maximising the use of secondary and renewable materials, including water
- We continue to reduce our environmental footprint through the supply chain, including the abatement of emissions, pollution prevention and raising employee awareness of such issues
- We minimise the environmental impact of our packaging and the inbound and outbound transportation of materials and products
- We will explore alternatives to road haulage where possible.

### **Legal and Business Practices**

We ensure key materials used to manufacture our products are traceable.

- We are committed to having fully documented environmental, health & safety and quality management systems and will challenge any gaps
- We will use local sourcing and local business where appropriate and practical.

We engage with our regulators to ensure legal compliance.

- We ensure all operations comply with our business codes of conduct and take preventive and reactive measures if breaches occur.

We commit our business to implement this policy across our supply chains with annual public reporting of progress and performance in key areas.

We will maintain third party assessment of our performance to support transparency, benchmarking and the adoption of good practice in the pursuit of continuous improvement.



**Neil Shaw**  
**Country Manager**

Version 1.2

September 2022

## Statement of the United Nations Global Compact

### **Principle 1**

Businesses should support and respect the protection of internationally proclaimed human rights; and

### **Principle 2**

Make sure that they are not complicit in human rights abuses.

### **Principle 3**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

### **Principle 4**

The elimination of all forms of forced and compulsory labour;

### **Principle 5**

The effective abolition of child labour; and

### **Principle 6**

The elimination of discrimination in respect of employment and occupation.

### **Principle 7**

Businesses should support a precautionary approach to environmental challenges;

### **Principle 8**

Undertake initiatives to promote greater environmental responsibility; and

### **Principle 9**

Encourage the development and diffusion of environmentally friendly technologies.

### **Principle 10**

Businesses should work against all forms of corruption including extortion and bribery.