

## Ethical Sourcing Policy

We recognise that ethical sourcing is an essential and efficient business practice, which is integral to the way we work. It helps us to make properly informed and balanced decisions when procuring the products and services needed for our projects.

It is our intention that we will only do business with responsible suppliers and subcontractors who understand the nature of the products, materials and services they are supplying, and who recognise their responsibility to protect the environment and foster good relations with their employees and local communities.

Suppliers and subcontractors must undertake to act in accordance with the business' supplier approval requirements. This means that all products and services supplied must have been produced in compliance with all applicable laws and regulations through the entire supply chain. All suppliers and subcontractors shall work actively to ensure that zero ethical breaches occur by preventing all forms of corruption, including but not limited to extortion and bribery. This includes a commitment to comply with any applicable competition (anti-trust) laws.

Suppliers and subcontractors shall be able to demonstrate they have procedures in place to deal with the risks of bribery in their organisation in accordance with the Bribery Act 2010 and will be required to acknowledge this as part of the business' supplier approval process.

All subcontractors shall note that not only must they undertake to work in accordance with the business' requirements. Additionally it is the duty of subcontractors when they intend to further subcontract part of their work to another subcontractor, after having obtained permission to do so from the business', that they make explicitly clear to their subcontractor that they too will be bound by the business' requirements.

Where practicable only materials produced by Recycling solutions (GRS) will be procured to ensure that the closed loop recycling ethos is driven through the business.



**Dan Holland (Chief Executive Officer)**