

Ethical Sourcing Policy

1. Introduction

We are involved in the purchasing of goods and services to support the delivery of our business activities to our customers. We aim to be responsible for delivering value to our clients, whilst observing purchasing practices that align with our Sustainability aims and objectives. The purpose of this policy is to set out the Company's duties and responsibilities in upholding sustainability policies throughout our supply chain and / or where our business has control or influence. We will share this policy with our clients, suppliers, and staff to ensure its effective implementation.

2. Business Integrity

We will ensure integrity in all our business transactions. We will be open, honest & fair in our communications and our dealings with business partners and other stakeholders affected by our activities and where necessary that of our supply chain. The company operate strict codes of conduct with regard to the acceptance of bribery or gifts made in the course of our business (see the Company's Anti-bribery & Corruption Policy).

3. Human Impact

We expect our suppliers and sub-contractors to share our commitment to Health and Safety by implementing robust policies and procedures that places the Health and Safety of employees and others who could be affected by their activities to the forefront of their operations.

We are committed to the promotion of ethical working conditions including fair wage, working hours and equal opportunities.

We will respect the principles of human rights, to treat employees with dignity and respect and to ensure that no child labour is employed.

We will ensure that the workforce employed on our sites have undertaken basic H&S training and have skills training relevant to their trade/activity.

4. Environmental Impact

The Company will undertake to consider, wherever practicable, the environmental performance and impact of goods and services when making purchasing decisions.

- We will seek to reduce waste volume through reviewing the amount & type of materials being used & specified and optimise opportunities for the use of recycled or reclaimed materials.
- We will seek to reduce our carbon footprint by sourcing goods / materials with low embodied carbon.
- The use of materials with hazardous content will be minimised wherever technically & commercially possible.
- We expect our suppliers to manage their own impacts and to work with us to meet our environmental objectives.

- We expect our suppliers to have an environmental policy and to operate in compliance with all applicable laws and regulations.
- We will ensure the specification of environmentally sustainable materials wherever technically & commercially feasible.

5. Procurement

We will support local procurement wherever technically and commercially possible.

- Local procurement of goods, services and materials will be encouraged with a view to supporting local communities and reducing the overall carbon footprint of our activities.
- Where possible, we will maximise the benefits to the local community from our projects by working with local authorities and organisations to recruit local labour and source goods and services from the local area.
- We will work with our clients and local agencies to find appropriate opportunities for skills, training & apprenticeships to promote career progression and to support local economic regeneration.
- Source material from approved and reputable suppliers and assure that no child labour is used at any stage in the production or fabrication of material to be supplied.
- Suppliers will be asked to supply their Anti-Bribery & Corruption Policy, along with their Policy on Modern Slavery & Human Trafficking

6. Implementation And Review

To ensure adherence by our employees and supply chain to our ethical sourcing policy the following arrangements will be in place:

- Formal pre-qualification and ongoing monitoring of our supply chain by way of questionnaire and review of Health and Safety and Environmental management arrangements in place. Where these are found to be lacking, we will work with our supply chain to achieve future compliance.
- The Company will operate a system of approved and preferred suppliers and sub-contractors.

It is management's responsibility to ensure that all Company Policies are communicated, understood, and implemented at all levels in the Organisation. Our policies are periodically reviewed to assess their continued suitability and effectiveness by management.

Signed:

Jimmy Byrne

Managing Director



1/1/26