

Environmental and Social Policy Statement

ENVIRONMENTAL POLICY

We expect suppliers to reflect our commitment to sound environmental practice, and encourage them to develop and supply goods and services that help improve our and their environmental performance. In particular we expect our suppliers to:

Put in place sufficient systems to monitor and take responsibility for environmental performance

Assess the major negative environmental impacts of their operations

Set yearly environmental impact reduction targets and objectives

Regularly monitor and evaluate their performance in relation to their environmental impact reduction targets and objectives

Make sure that their suppliers and subcontractors measure and put in place systems to reduce their environmental impacts

SOCIAL POLICY

We also expect our suppliers to make sure that working conditions in their and their suppliers' operations meet (or exceed) international labour standards:

There is no forced labour and employment is freely chosen

The right of freedom of association is respected and encouraged by the employer

No child labour is used

Living wages are paid (wages should always be enough to meet basic needs and to provide some discretionary income)

No harsh treatment is used or discrimination practiced

Workers are not pressurised to undertake overtime they do not wish to do

A safe and hygienic working environment shall be provided

We expect our suppliers to:

Put in place sufficient systems to monitor and take responsibility for compliance with social policies

Conduct regular assessments of their operations to identify eventual non-compliance cases

Develop remediation plans to resolve non-compliance cases

Regularly monitor the effective implementation of remediation plans

Make sure that their suppliers and subcontractors ensure that workers' conditions in their operations meet or exceed the above standard