

SUPPLIER SUSTAINABILITY CHARTER

Reconomy Group is committed to fully integrating sustainability into all areas of our business and our commitment to sustainable procurement is embedded in our long-term Sustainability Strategy. We aim to be recognised as the leading sustainable business in the sectors we operate in. Due to our extensive supply chains and diverse client-base we are uniquely positioned to influence resource management and sustainability. We will continue to lead our industries by promoting best sustainable practice and meeting or exceeding guidance set out by the governments and regulatory bodies in the countries we operate in. Reconomy Group operates in line with our Business Ethics Code of Conduct and Anti Bribery and Corruption Policy.

	Health & Safety	Sustainability	Ethical Working	Continuous Improvement & Innovation
Reconomy Group commits to:	<ul style="list-style-type: none"> Engage with our supply chain to ensure working practices are safe 	<ul style="list-style-type: none"> Meet its needs for goods and services, in a way that achieves value for money and generates benefits not only to the organisation, but also to society, whilst minimising environmental damage Work with our suppliers on the development of sustainable solutions Collaborate with our supply chain to develop socially inclusive recruitment (where appropriate) through our RSVP (Reconomy Social Value Programme) Use sustainability criteria in the award of contracts Maximise spend in the UK with SMEs (Small & Medium size enterprises) and VCSE (voluntary, community, social enterprise) where possible Encourage our UK suppliers to join the Supply Chain Sustainability School. 	<ul style="list-style-type: none"> Never tolerating Modern Slavery in all its forms including - human trafficking, forced labour, fraud, bribery, or corruption, and only ever working with suppliers who care about this as much as we do Ensuring all appropriate suppliers are subjected to Reconomy Group businesses' accreditation processes Complying with the International Labour organisation's core conventions as well as local labour laws (for example prohibition of forced labour and child labour, the right to organise in a trade union and suffer no discrimination, follow laws on workers' rights) Ensuring our suppliers have policies and practices in place that are anti-slavery, eliminate human trafficking and promote human rights Providing clear and fair procurement methods and developing long-term relationships Recognising excellent supplier performance through repeat business opportunities Making payments in accordance with agreed payment terms 	<ul style="list-style-type: none"> Consulting with, listening to and acting on suppliers' suggestions for continuous improvement Communicate sector innovations in the form of good practice forums, supporting suppliers and subcontractors in developing their Environment, Social and Governance (ESG) policies Delivering solutions that meet or exceed customer requirements Being easy to do business with

<p>Reconomy Group expects suppliers to:</p>	<ul style="list-style-type: none"> • Provide a safe working environment with trained, capable and competent employees • Comply with the Reconomy Group Health and Safety Policy 	<ul style="list-style-type: none"> • Effectively manage and mitigate their environmental impacts • Continually improve their social and environmental performance including working at the top of the waste hierarchy • Identify opportunities and implement actions to reduce carbon and fuel performance such as the commitment to the highest and latest vehicle efficiency standards • Submit prices and suggestions for more sustainable alternatives • Actively use the Supply Chain Sustainability School for training, advice and action planning. 	<ul style="list-style-type: none"> • Read and follow the Reconomy Group policy and guidance on preventing Modern Slavery • Treat people fairly and with respect, so there is a culture of equality and equity • Have policies and practices in place to minimise the risk of modern slavery and human trafficking in their business • Ensuring that there is no forced or child labour, discrimination, and that laws on labour rights are upheld in their business and supply chain. • Working with their own suppliers to implement ethical business practices • Deliver on time to the agreed contract, and cost • Ensure confidentiality and conduct business in line with our Anti bribery and corruption Policy 	<ul style="list-style-type: none"> • Move towards integration of their own management and information systems with Reconomy Group's • Share innovations with Reconomy Group • Understand our safety, sustainability, ethics, quality, time and cost requirements • Train and invest in their people development • Investigate and use technology to increase recycling and circular opportunities
---	---	---	--	--

Together we will deliver a service that meets or exceeds our customers' expectations. Support human rights so that all parties working for, or behalf of the Reconomy Group are protected and treated fairly. Take a non-adversarial approach to dispute resolution.



Paul Cox
 Chief Executive Officer, Reconomy Group
 19th April 2022

