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SUPPLIER CORPORATE SOCIAL & ENVIRONMENTAL RESPONSIBILITY POLICY

Policy Statement

Bannatyne is committed to running its business responsibly and align its business strategy with (i) **corporate social responsibility goals**, in order to have a significant and positive impact on the business and the communities in which it operates; and (ii) **environmental goals**, in order to demonstrate a commitment to protecting and enhancing the environment. This document therefore outlines the standards that Bannatyne expects of its suppliers to succeed in its mission in having a positive social impact.

Purpose

The prosperity of Bannatyne and of the communities within which it operates requires a commitment from its suppliers to support the sustainable management of Bannatyne's activities. Bannatyne also recognises that it and its suppliers' activities have an environmental impact. Bannatyne has therefore developed a policy that affects and enhances all areas of its business. Bannatyne therefore requires all of its suppliers to adopt and commit to the principles and practices set out below:

1. Employees

Each supplier should be committed to the well-being and continual development of its people and to training its workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business. Suppliers' employees should be recognised and rewarded on the basis of their performance, effort, contribution and achievements. We expect our suppliers' employees to act with integrity towards one another and exercise a high standard of business practice and workmanship. Suppliers should actively support diversity, fairness and equal opportunities and aim to involve and consult regularly with its employees as to the direction of the business. Suppliers should also have a safeguarding initiative where employees are trained to identify and report any safeguarding concerns.

2. Customers

Our suppliers should aim to build long-term relationships with all its customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs. Suppliers should aim to: (i) give fair value, consistent quality and reliability and (ii) have the highest professional and ethical standards, and be honest, open and transparent in all its dealings with customers.

3. Suppliers

Our suppliers should aim to create and maintain strong relationships with its key suppliers and contractors. Our suppliers should choose suppliers that share its ethos in relation to employment practices, quality and environmental controls. This should be communicated to all suppliers and potential suppliers.

4. Health & Safety

All suppliers should aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all its activities. Our suppliers should have a current and effective written health and safety policy that is regularly reviewed and updated.

6. The Community

Our suppliers should recognise and understand the significance of the local community within which it operates. Suppliers should therefore aim to enhance its contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading.

5. Environment

In implementing its commitment to managing its environmental impact properly, each supplier shall:

1. **Legislation.** Comply as a minimum with all relevant environmental legislation, as well as other environmental requirements. Suppliers should also seek to take a proactive approach to future requirements.
2. **Risk assessments.** Ensure that it uses risk assessments in order to identify potential environmental risks for its businesses.
3. **Understanding.** Attempt to develop a wider understanding of environmental issues among its suppliers, employees and customers.
4. **Policies.** Regularly review its policies to ensure that they remain properly aligned to the need to reduce waste and encourage the most effective utilisation of scarce resources.
5. **Suppliers.** Attempt to work with suppliers who have compatible policies for managing their impact on the environment.
6. **Review.** Ensure that its environmental and social efforts are continually reviewed, updated and communicated to all staff.
7. **Manage waste.** Ensure that waste generated by its business operations should be managed according to the principles of reduction, re-use and recycling.
8. **Recycling.** Aim to continuously improve its environmental performance, particularly with regards to the recycling and re-use of paper, bottles, packaging and recycling of all paper products, ink or toner cartridges.
9. **Paper.** Where possible, use recycled or ecologically-friendly paper.
10. **Printing.** Reduce its consumption of resources and improve the efficiency of those resources by printing in black and white and double-sided where practicable.
11. **Natural resources.** Ensure that environmental considerations are integrated into its business decisions. By this, it shall seek to conserve natural resources through the responsible use of energy, water and materials but also maintaining the quality of service expected by its customers.

12. **Minimise impact.** Actively pursue opportunities to minimise the environmental impact of its operations, concentrating particularly on its use of energy, water consumption, and the reduction and recycling of waste materials.
13. **Tree policy.** Suppliers should have a policy committed to maintaining and enhancing the benefits that trees provide. Trees bring a range of ecosystem functions including ecological functionality, biodiversity, conservation, landscape, amenity and making a significant contribution to the absorption of carbon dioxide.

Review of the Policy

This Policy will be reviewed annually and updated accordingly.