

RESPONSIBLE PROCUREMENT POLICY



Albright and Wilson and all its relevant employees at all levels are committed that our Responsible Procurement Policy will become an integral part of our procurement process. This policy will help ensure that AWAL sources its raw materials and other goods and services in a responsible and sustainable way. This policy aims to drive adherence to all laws, regulations and recognised standards and push for continuous improvement in our procurement practices.

Albright and Wilson's Responsible Procurement Policy is focused on 4 key principles as detailed below;

- **Health & Safety** – We are committed to zero harm being caused to our employees and our contractors. This means we will not willingly allow any practices within our supply chain or at our suppliers that could result in harm to their workers or contractors.
- **Environmental Protection** – We are committed to minimising environmental impact of our operation and expect our suppliers to meet all relevant legislation of their regions and to continuously assess their operations to adopt the best sustainable practices reasonably possible.
- **Human Rights** – We are committed to respecting the rights of all employees and communities our supply chain operates in. We expect our suppliers to develop and implement policies that protect the rights of their employees and contractors with regards to addressing modern slavery, discrimination, child labour, forced & illegal labour, working hours and compensation whilst upholding all the local laws of the region.
- **Fair & Ethical Business Practices** – We are committed to conducting our business in a fair and ethical manner as outlined in our Business Ethics Policy. Our suppliers are expected to do the same and exemplify the highest levels of transparency, integrity and honesty in how they conduct their business, refraining from corruption and bribery, and to ensure regulatory compliance with all relevant and applicable laws and regulations.

To achieve our responsible procurement objectives, Albright and Wilson's Directors, Management and employees commit to:

- Engage with supplier to determine the sustainability of the goods supplied
- Deal with our suppliers and potential suppliers ethically and fairly and in accordance with this policy
- Be provided with goods and services that comply with all applicable local laws and regulations relating to the protection of the environment and internationally recognised human rights as well as laws pertaining to health and safety and anti-discrimination.
- Ask suppliers to identify any ways, through changes to products or processes, we can minimise our environmental impact or support more sustainable products or services.
- Communicate this policy to our key suppliers and ensure it is reviewed at regular intervals, in consultation with our suppliers, to determine areas for improvement.

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Albright and Wilson in turn, expect any supplier of goods or services to:

- Engage with us on social, ethical and environmental issues and provide any and all relevant information on such when requested.
- Adhere to responsible business practices and comply with all local laws and requirements concerning the environment, human rights and health and safety of their workforce and their local community.
- Monitor, and rectify if necessary, and adverse sustainability or environmental impacts from the operations of their own organisation as well as organisations in their own supply chain.

AWAL Directors and Management support and are responsible for the implementation of policy. All employees, contractors and suppliers have vital roles in co-operating with and assisting the company in achieving our Responsible Procurement goals.



Sascha Schrecker
CEO
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