

SUSTAINABLE PROCUREMENT POLICY



At RWW Group, we are always driven by our values and our unwavering commitment to always do the right thing for our clients, our people and our communities. We are committed towards social impact and strive for sustainability across every function, including sourcing and procurement and meeting the guidelines set out in ISO 20400.

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Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing highest standards of economic, social, ethical and environmental practices
- Identifying and moderating risks associated with our procurement process
- Communicating the policy with stakeholders (internal and external) and raising awareness among our suppliers

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

ENVIRONMENT:

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction
- Undertake initiatives to promote greater environmental responsibility such as:
 - Responsible waste management and disposal
 - Reduction of greenhouse gas and other emissions harmful to the environment
 - Conservation of non-renewable natural resources

BUSINESS ETHICS:

- Obey all relevant international and domestic laws regarding ethical business practices.
- Demonstrate existence of procedures to prevent:
 - Money laundering
 - Fraud, bribery, corruption
 - Conflicts of interest

LABOR AND HUMAN RIGHTS:

- Comply with all applicable laws, in accordance with the principles of the International Labor Organization, the UN Global Compact and the UN Universal Declaration of Human Rights
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

COMMUNITY DEVELOPMENT:

- Provide employees with a living wage, at a minimum.
- Partner with the local governments and communities to improve the education, cultural, economic, and social well-being of communities which they operate in.

RWW will assess risk exposures for its products and services and will implement procurement and supply chain monitoring processes to eliminate or manage these risks.

Within these processes, RWW will:

- Maintain a preferred panel of suppliers which will undergo pre-screening against criteria
- Consider risks and relevant monitoring requirements for all procurement engagements. RWW will assess each contract's merits against a set of sustainability principles and ensure environmental and social impacts are assessed in line with our own policies and objectives, emerging best practice and industry standards
- Specify RWW's expected requirements and standards for key products and services within the Supplier Code of Conduct
- Require all suppliers engaging with RWW to acknowledge and abide by:
 - This policy and Supplier Code of Conduct
 - Health & Safety Policy
 - Environmental Policy
- Implement a risk-based supplier monitoring program involving supplier engagement, regular reporting and third-party validation as appropriate. Supplier reporting requirements will be agreed during the procurement process
- Provide suppliers with grievance mechanisms in addition to grievance and dispute resolution procedures that suppliers are required to maintain
- Maintain sustainable procurement capability within our business by engaging and upskilling our employees and implementing a training program for procurement and contract managers

This **policy** and the **Supplier Code of Conduct** will be reviewed annually, and progress will be reported against RWW's sustainability objectives.



Anthony Firth
Managing Director

1st of December 2022