



Ethical Business Policy (Including Sustainable Procurement) Policy

This policy applies equally across all Supreme Group businesses (hereafter, “the Company”).

The Company is committed to the highest standards of ethical conduct and integrity in its business activities throughout the UK. Every employee and individual acting on the Company's behalf is responsible for maintaining the Company's reputation and for conducting company business honestly and professionally.

This policy outlines the Company's position on prohibiting and preventing bribery, fraud, dishonesty, and illegal activity. The Directors and Senior Management take a zero-tolerance approach and are committed to enforcing effective systems throughout the company to prevent, monitor and eliminate any form of dishonesty and consider that such activities have a detrimental impact on business by undermining good governance and distorting free markets.

This policy applies to all employees of the Company, to temporary workers, consultants and contractors, acting for, or on behalf of, the Company throughout the UK. Every employee and associated person acting for, or on behalf of, the Company is responsible for maintaining the highest standards of business conduct. Any breach of this policy will be treated as grounds for serious disciplinary action, and / or constitute a contractual and criminal matter for the individual concerned. The Company is committed to transparency and believes that fair conduct helps to foster deep relationships of trust between the Company, our business partners and customers and as such a breach of this policy may also cause serious damage to the reputation and standing of the Company.

In compliance with statutory legislations and to embed commitment to integrity and honesty the Company will not sanction the following:

- The giving or offer of any payment, gift, hospitality, or other benefit in the expectation that a business advantage will be received, or to reward any business received.

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- The acceptance of any offer from a third party that is known or suspected to be made with the expectation that the Company will provide a business advantage for their business or anyone else.
- The giving or offer of any payment to a Government official in any country to facilitate or speed up a routine or necessary procedure.
- Tangible assets and intangible assets such as computer systems, bespoke processes, software, intellectual property, trade secrets and confidential information being used for unauthorised or unlawful purposes or for personal gain.
- Engaging in any business practice which is unethical or amounts to unfair competition.
- Unlawfully or inadvertently acquiring, using or disclosing to any third party any proprietary information or intellectual property of another party (including the intellectual property of the Company).
- Engaging in any activity or business practice, whether unilaterally or in conjunction with any other party, which is in breach of any applicable competition and/or anti-trust law in the relevant jurisdiction.
- The unlawful inducement of any party to breach a contract with any third party.
- Engaging in business with service providers, agents or representatives that do not support our ethical business objectives.

The success of the Company's measures depends on all employees, and those acting for the Company, playing their part in helping to detect and eradicate dishonesty. Therefore, all employees and others acting for, or on behalf of, the Company are encouraged to report any suspected dishonesty in accordance with the procedures in the first instance to their line manager. The Company will support any individuals who make such a report, if it is made in good faith.

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SUSTAINABLE PROCUREMENT POLICY STATEMENT

The Company is committed to responsible procurement and working with our supply chain to support Company objectives. We understand the benefits of ethical and responsible procurement on the sustainability of our business and will take continual positive steps to improve our performance, in collaboration with our supply chain. Our focus is on:

- Working with a supply chain that procures to the same auditable standards as ourselves, whilst complying with applicable UK and international legislation.
- Ensuring our supply chain complete our internal accreditation/approval processes.
- Collaboration with our supply chain to deliver solutions that meet our expectations on social, economic, safety, quality, climate change impact, value and risk management and seek ongoing improvement.
- Procuring energy efficient products and services that positively impact energy performance and reduce greenhouse gas emissions.
- Procuring responsibly and ethically sourced materials. Complying with relevant legal requirements and supporting principles of other sustainable schemes.
- Reducing avoidable use of plastic and sourcing alternatives to single-use plastic.
- The promotion, and use, of low carbon solutions including materials with a high recycled content.
- Implementing practices that minimise waste creation and aim for zero avoidable waste to landfill.
- Sustainable solutions for company vehicles, fuel and associated logistics.
- Engagement with supply chain members that focus on quality, responsible labour resourcing and reputation.

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- Promoting a culture of inclusion and diversity within the Company and our supply chain.
- Assessing key supply chain members against identified environmental and social risks.
- Monitoring performance and ensuring that examples of best practice are identified and communicated throughout the Company and our supply chain.

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