



Supplier Ethical Standards Declaration

Our principles and policies are based on the United Nations Global Compact, which aligns our practices with the ten principles in the areas of human rights, labour standards, environment and anti-corruption:

ELG's Supply Chain Code of Conduct requires its suppliers to confirm its commitments to the following ethical expectations. _____ hereby confirms that it:

1. Legal Obligations

- ▶ Complies with all applicable national laws and regulations;
- ▶ Will disclose to ELG anything that could impact its ability to provide goods or services as contracted by ELG.

2. Management systems

- ▶ Implements adequate management systems (policies, plans, accounting and reporting mechanisms and performance measures);
- ▶ Demonstrates senior management commitment to effective and transparent culture of compliance
- ▶ Will report its social, ethical, safety and environmental performance at the request of ELG;
- ▶ Ensures that its management system includes a program of auditing and continuous improvement;
- ▶ Publishes a complaints management process for employees in which it operates or provides services when providing goods and/or services to ELG.

3. Anti Bribery & Corruption

- ▶ Implements adequate policies and procedures for combatting bribery and corruption.
- ▶ Educates its personnel and acts in the best interests of ELG to avoid conflicts of interest. A conflict of interest is any situation in which its employees, relatives or acquaintances may have a private or personal interest, directly or indirectly, which (potentially) influences or appears to influence impartiality as providing goods or services to ELG, or impacting ELG's business in any manner.

4. Modern Slavery Prevention

- ▶ Implements adequate policies and procedures relating to combatting modern slavery;
- ▶ Has awareness of modern slavery risks relevant to its business and supply chain;
- ▶ Takes action to address the modern slavery risks identified.

5. Labor / Workplace Management

- ▶ Complies with all national laws and regulations with regard to employment practices and benefits;
- ▶ Implements policies and procedures that meet or exceed the Building Responsibly worker welfare principles <https://www.building-responsibly.org/worker-welfare-principles>.

6. Health and Safety

- ▶ Complies with all relevant local and national health and safety laws and regulations;
- ▶ Publishes a written health and safety policy and relevant standards;
- ▶ Maintains a documented system to identify risks and reduce work-related injury and illness;
- ▶ Produces and tests written emergency response plans designed to minimise harm to employees, local communities and local environments in the event of any site disasters.

7. Environmental Sustainability

- ▶ Complies with relevant local environmental laws and regulations, including permits and reporting;
- ▶ Takes responsibility for its materials, products, processes, services throughout the lifecycle, including carbon reduction, product stewardship, extended producer responsibility;
- ▶ Implements their own environmental policy;
- ▶ Creates an environmental management plan to identify risks from its activities and minimise impacts on the environment;

8. Quality

- ▶ Applies industry processes and improvement in product quality and services around quality, control, supplier selection, continuous measurement, learning and customer feedback;
- ▶ Maintains quality control procedures and standards which are understood and adopted through Supplier / Contractor's organisation and the supply chain;
- ▶ Maintains ISO9001:2015 certification (Quality management) or other specs as required in the contract scope.

9. Sub-suppliers and Sub-contractors

- ▶ Where applicable, implements a process to select, monitor and manage sub-suppliers and sub-contractors, including technical and commercial performance, effective and accountable quality practices, exclusion of counterfeit materials;
- ▶ Adopts similar minimum standards to these in dealing with sub-suppliers and sub-contractors; Conduct due diligence across supply chain to ensure the intent of this policy is met, including providing for timely payment, and prevention of modern slavery, bribery and corruption.

10. Community Engagement

- ▶ Identifies and assesses risks to the communities in which it operates its businesses within and adopting measures to minimise such risks;
- ▶ Engages with community stakeholders and has involvement in community to address key social issues

11. Personal Data Protection

- ▶ Complies with all relevant GDPR laws relating to the privacy and security of personal data and has a process to ensure that its own sub-suppliers, service providers, and subcontractors, comply with all such laws.

12. Trade and Export Control

- ▶ Complies with applicable laws and regulations relating to export, trade sanctions, non-proliferation and arms control;
- ▶ Implements adequate policies and reliable systems in place to prevent the use of illegally or unethically sourced materials, and policies and systems to prevent improper procurement of conflict minerals;
- ▶ Takes action to prevent counterfeit, fraudulent and suspect items from entering the supply chain.

13. Media

- ▶ Ensures any broad communication regarding its business relationship with ELG, including marketing materials, press releases, social media posts or media interviews, are formally approved prior to publication.

Name of Company

Name of Signatory

Date

Signature