

## Ethical Supply Chain Management Policy

### Introduction

At PJ Mear Ltd we recognize that our supply chain activities have a broad impact, and our responsibilities extend beyond our own operations into those of our suppliers. At the same time, we continually strive to ensure that we deal with our suppliers in an open and transparent way.

### Requirements of our Suppliers

Performance on human rights, health and safety and other corporate responsibility issues form a key part of our decisions about the suppliers we use. It is our aspiration that our suppliers' standards on these issues are at least rigorous as our own. We require our primary supplier base to apply the following standards:

- Demonstrate responsible environmental performance in line with ISO 14001
- Apply rigorous health and safety standards in line with ISO 45001
- Apply rigorous standards of environmental protection in line with ISO 14001
- Permit workers' freedom of association and right to collective bargaining
- Not to discriminate on any basis
- Eliminate the use of child labour
- Eliminate the use of forced and bonded labour
- To pay a 'living wage' and limit the number of hours worked by each employee

We also require our suppliers to provide PJ Mear Ltd with reasonable access to all relevant information, to cooperate, and to use reasonable endeavours to ensure that sub-contractors do the same.

### Principles of co-operation

We recognise the necessity to collaborate with our suppliers in achieving these standards and requirements. To that end, it is our policy to work with our suppliers on the basis of the following principles. We will:

- Work collaboratively with suppliers in pursuit of these standards.
- Welcome, rather than penalise, suppliers who strive to identify activities that fall below these standards and work towards achieving improved conditions.
- Consider an alternative ethical trading standard where suppliers are already working towards this alternative.
- Not hold a supplier to a higher standard than P J Mear Ltd's own policies on these issues.
- Focus attention on those parts of the supply chain where the risk of not meeting these standards is highest and where the maximum difference can be made with resources available.



Michael Lyon  
Managing Director

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