



C O N V E Y O R S

A DURAVANT COMPANY

POLICY FOR SUSTAINABLE PROCUREMENT

ETHICAL, SUSTAINABLE APPROACH TO THE VALUE CHAIN

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INTRODUCTION:

FMH Conveyors International Ltd are market leading designers and manufacturers of loose materials handling equipment within the UK and Internationally.

We understand our responsibility to integrate sustainability values into the procurement function at the highest level and that our values, principles, objectives and goals for sustainable and ethical procurement are reflected throughout the organisation and supply chain.

Sustainable procurement is a key aspect of corporate social responsibility and our purchasing decisions have an effect on the economy, society and the environment. What we buy, who we choose to buy from, and how we then use those goods and services can have a significant influence on a wide range of factors from environmental impacts, stakeholder well-being and performance, to company reputation and innovation.

Our suppliers have an important part to play in contributing to our sustainability objectives and we are committed to ensure that our supply chain operates responsibly to improve the lives of their workers, their communities and the environment, and in making a positive contribution to human rights. We believe that fair and ethical treatment of suppliers and maintaining the highest standards of respect and integrity in how we conduct ourselves is critical and that it is essential that our supply chain holds similar values and to act responsibly and conduct business to the same high standards according to our Supplier Code of Conduct.

FMH Conveyors International continue to seek to improve our awareness and management of sustainable procurement and we ask you to work with us in this important joint commitment to develop positive change and responsible, ethical, sustainable supply chains.

PART 1: COMMITMENTS TO ETHICAL PROCUREMENT

FMH Conveyors International believe that fair and ethical treatment of suppliers and maintaining the highest standards of respect and integrity in how we conduct ourselves is critical.

We have set out the following principles on how we expect our employees should act and conduct themselves when managing supplier relationships.

1. FMH Conveyors International will treat suppliers in a fair and consistent way.
2. FMH Conveyors International will behave in a professional manner and with integrity in any situation.
3. FMH Conveyors International will communicate with suppliers in a clear, even, and transparent manner.
4. FMH Conveyors International will listen and address incidents of poor conduct by employees when dealing with suppliers.
5. FMH Conveyors International will expect the supply chain to uphold the same high standards and to adhere to our Supplier Code of Conduct.

Supplier Code of Conduct Policy

We expect our suppliers to conduct their relationship with us and any of our partners and other suppliers on a fair and ethical basis and in compliance with applicable laws and regulations as well as our core principles of sustainability. These principles apply to both supplier activities and, where appropriate, to their downstream supply chain.

Our Core Principles:

1. Human Rights

Respect for human rights in dealing with supplier stakeholders at large (i.e. team members, clients, suppliers, shareholders and communities). Suppliers should support the principles of the Universal Declaration of Human Rights. Suppliers must avoid association with equipment that is used in the violation of these rights, such as instruments of torture, or the manufacture or transfer of armaments to oppressive regimes.

2. Compliance with Applicable Laws and Regulations.

All applicable laws and regulations should be complied with in the countries in which the supplier operates or conducts its business. This includes (but is not limited to) all environmental, health and safety and labour laws.

3. Slavery, Human Trafficking, Forced or Compulsory Labour

Our suppliers must not use forced, bonded or compulsory labour. Employees shall have the right to enter into employment voluntarily and freely, without the threat of a penalty. Suppliers must ensure that workers are not required to hand over passports, ID cards or work permits as a condition of employment. Employees must be free to leave their employment on giving reasonable notice.

4. Child Labour

We refuse to accept the use of child labour in the supply chain. Child labour is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong physical or psychological damage. Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by

children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical and/or mental development of the child”.

5. Equality and Diversity

Employees must be protected from discrimination at work and we expect diversity to be promoted. Suppliers should not discriminate in hiring, compensation, access to training, promotion, and termination of employment or retirement.

6. Employee Well-Being and Development

Where applicable, suppliers should give consideration to flexible working conditions to promote work/life balance, the promotion of training and personal development of team members.

7. Disciplinary Practices

Employees must be treated with respect and dignity. Physical or verbal abuse or other harassment and any threats or other forms of intimidation are prohibited.

8. Terms of Employment

Workers should be provided with clear, written contracts detailing the terms and conditions of their employment. Suppliers must ensure that working hours are in accordance with local regulations.

9. Health and Safety

A healthy and safe working environment must be provided for all employees, in accordance with international standards and laws. This includes making sure that adequate facilities, training and access to safety information are provided. All applicable risk management, policies, procedures and guidelines must be adhered to.

10. Confidentiality and Intellectual Property

We require our suppliers, contractors and their team members to maintain confidentiality with regard to all information they have access to, in accordance with applicable laws. We also expect them

to protect all intellectual property belonging to FMH Conveyors international Ltd, our customers, other suppliers and individuals.

11. Refusal of Bribery and Corruption in Business Practices

FMH Conveyors International Ltd does not tolerate, permit or engage in bribery or unethical behaviour in any aspect of our business. As with our other core principles, we do not do business with anyone who does not comply with our standards of ethical behaviour. Suppliers must not offer or provide gifts or entertainment or offer cash or cash equivalents to FMH Conveyors International employees, representatives or anyone closely related to these.

12. Environmental Impacts

It is expected that suppliers comply with all applicable environmental laws and regulations. Suppliers should aim to reduce or remove their environmental impact and have environmental policies and management systems in place to ensure continuous improvement in environmental performance, such as

- To minimize waste and disposal.
- To monitor and improve efficiency for using finite or scarce resources such as energy, water and raw materials.
- To make practical efforts to minimize environmental impacts such as noise, odour and ground pollution.
- To demonstrate management and operational controls to determine and reduce, remove or offset their scope 1 and scope 2 carbon emissions.



Earlstreet Industrial Estate, Brunel Road
Corby, Northamptonshire, NN17 4JW