

Supplier Sustainability Charter

Reconomy is committed to fully integrating sustainability into all areas of our business and our commitment to sustainable procurement is embedded in our long-term Sustainability Strategy. We aim to be recognised as leading sustainable business operating in the environmental services sector. Due to our extensive, national supply chain and diverse client-base we are uniquely positioned to influence resource management and sustainability. We will continue to lead the waste industry by promoting best sustainable practice and meeting or exceeding guidance set out by government and regulatory bodies. Reconomy operates in line with our Anti Bribery and Corruption Policy.

	Health & safety	Sustainability	Ethical working	Continuous improvement & innovation
Reconomy commits to:	<ul style="list-style-type: none"> Engage with our supply chain to ensure working practices are safe 	<ul style="list-style-type: none"> Meet its needs for goods and services, in a way that achieves value for money and generates benefits not only to the organisation, but also to society, whilst minimising environmental damage Work with our suppliers on the development of sustainable solutions Use sustainability criteria in the award of contracts Maximise spend with SMEs (Small & Medium size enterprises) and VCSE (voluntary, community, social enterprise) where possible 	<ul style="list-style-type: none"> Never tolerating Modern Slavery in all its forms including - human trafficking, forced labour, fraud, bribery or corruption, and only ever working with suppliers who care about this as much as we do Using ethical and transparent methods of working Ensuring all appropriate suppliers are subjected to Reconomy's accreditation process Complying with the International Labour organisation's core conventions as well as UK labour laws (prohibition of forced labour and child labour, the right to organise in a trade union and suffer no discrimination, follow laws on workers' rights) Ensuring our suppliers have policies and practices in place that are anti-slavery, eliminate human trafficking and promote human rights Providing clear and fair procurement methods and developing long-term relationships Recognising excellent supplier performance through repeat business opportunities Making payments in accordance with agreed payment terms 	<ul style="list-style-type: none"> Consulting with, listening to and acting on suppliers' suggestions for continuous improvement Delivering solutions that meet or exceed customer requirements Being easy to do business with



	Health & safety	Sustainability	Ethical working	Continuous improvement & innovation
Reconomy Expects suppliers to:	<ul style="list-style-type: none"> • Provide a safe working environment with trained, capable and competent employees • To continuously report, analyse, follow up and act upon safety hazards • To regularly conduct workplace safety audits 	<ul style="list-style-type: none"> • Effectively manage and mitigate environmental impacts, including -where material- GHG emissions; air, water and soil quality; chemical management; and biodiversity, land use and deforestation • Continually improve social and environmental performance, working at the top of the waste hierarchy and promoting waste reduction, reuse, recycling, and responsible resource use • Identify opportunities and implement actions to support decarbonisation, including improving energy efficiency, reducing fossil fuel consumption, and increasing the use of renewable energy where possible. • Collaborate with Reconomy to ensure transparency and traceability of service impacts across the supplier's operations and subcontractors. Provide requested data for monitoring and reporting, and assign a contact person who responds to information requests promptly • Provide prices and suggestions for more sustainable alternatives 	<ul style="list-style-type: none"> • Prevent modern slavery and human trafficking by following guidance and maintaining strong controls • Operate ethically and comply with all laws, including anti-corruption, anti-bribery, anti-money laundering, fair competition and anti-trust, data and information security, environmental protection, and intellectual property • Ensure there is no child labour, no forced labour, and uphold all labour rights related to working hours, wages and benefits, rest breaks, time off, overtime, freedom of association and collective bargaining • Prohibit discrimination, harassment, and promote diversity, equity and inclusion through fair and respectful treatment • Use ethical recruiting practices that protect workers and prevent exploitation • Maintain a whistle-blowing / grievance mechanism that allows workers to report concerns safely, confidentially, and without retaliation • Avoid conflicts of interest and ensure that counterfeit parts are not used in any products or service • Deliver services on time, to the agreed contract, and at the agreed cost 	<ul style="list-style-type: none"> • Move towards integration of their own management and information systems with Reconomy's • Comply with all data protection and information security laws, maintain robust measures to prevent breaches, and ensure transparent and lawful disclosure of information while protecting all confidential and sensitive data. • Proactively share innovations, best practices, and data on emissions, material flows, and resource use to support transparency and drive continuous improvement across the supply chain. • Understand our safety, sustainability, quality, time and cost requirements • Train and invest in their people development • Investigate and use technology to increase recycling and circular opportunities

Together we will deliver a service that meets or exceeds our customers' expectations. Support human rights so that all parties working for, or behalf of the Reconomy are protected and treated fairly. Take a non-adversarial approach to dispute resolution.

