

## Purpose

Our Ethical sourcing pathway ensures we adopt a responsible approach to supply chain management. This structured approach helps prioritise the social, environmental, and economic impacts of our sourcing decisions and our supplier code of conduct provides a transparent basis for supplier engagement and compliance monitoring. Ethical sourcing ensures a sustainable business model that benefits our business and our communities.

The Supplier code of conduct aligns our principles and standards with our supply chain and establishes our expectations for suppliers in the areas of environment, health and safety, labour and human rights, ethics and management systems. The Code applies to the selection and retention of all key suppliers that provide products and services to Nviro. By trading with Nviro, we expect key suppliers to accept and apply our standards. This also applies to subcontractors (Supply Partners).

The key elements of the Supplier Code of Conduct are to ensure that the following control items have been closed out with all Key Suppliers:

- Environmental Policy (Ours / Own)
- Supplier Safeguarding Pathway issued
- Sexual Harassment Policy (Ours / Own)
- Safeguarding Policy (Ours / Own)
- Modern Slavery and Human Trafficking Statement (Own/Ours)
- Health & Safety Performance Info – with Expiry Date (updated every year)
- PL Insurance in place List Limit
- EL Insurance in place List Limit
- Supply chain risk assessment

In addition suppliers and supply partners are made aware of Nviro's position relating to the environment in particular with regards to:

- Climate Change
- Prevention and/or mitigation of all forms of pollution
- Recycling of waste materials
- Minimisation of chemical use
- Waste Management
- Specification of environmentally positive products or materials
- Materials sourced from sustainable and/or renewable resources
- Maintaining adequate standards in all areas of Corporate Responsibility, in particular as regards their dealings with their colleagues.

We expect our suppliers to be honest in their dealings with others, obeying all applicable laws and corresponding regulations governing fraud and anti-bribery and corruption.

Where contractual agreements exist with suppliers, it is expected that they will contain clauses that require the relevant supplier to comply with our Supplier Code of Conduct (Appendix 1)

## Partnerships with Suppliers

We will check if our Key Suppliers have a supply chain risk assessment.

Trading with suppliers in very high-risk countries is not allowed without specific board approval.

High risk countries are identified below:

India  
China  
North Korea  
Pakistan  
Russia  
Indonesia  
Nigeria  
Türkiye  
Bangladesh  
Africa,  
United Arab Emirates

## New Suppliers

We will ensure that all new suppliers receive a copy of our Supplier Code of Conduct and agree to our working practices and methods of compliance by returning a signed copy of the code and all requested attachments.

## Monitoring of our Approved Suppliers

All non-conformances in relation to suppliers are recorded on the communication log, which is held by the Asset & Supplier Team and reviewed at SLA meetings.

Annual audits of the 'Key' and 'Approved suppliers' are carried out under the control of the 'Asset and Supplier Manager', ensuring that relevant documentation is up to date, and that the supplying partners continue to meet with the Nviro vetting requirements. Any supplier who no longer meets the vetting requirements will be notified and suspended from use until any issues are resolved. The management of this process is via the 'Approved Supplier Compliance Register'.

Suppliers who continually fail to meet Nviro's delivery and quality standard requirements are removed from the list of approved suppliers.

Any issues found are highlighted to the ESG Manager and Compliance Manager and raised at the Formal Environmental Meeting.