

Ethical Sourcing Overview

This supplier code of conduct aligns our principles and standards to our suppliers and establishes our expectations for suppliers in the areas of environment, health and safety, of 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).

Our standards are as follows:

Environment

Nviro's aim is to reduce our impact on the environment, including factors contributing to climate change, through a commitment to continual improvement, complying with environmental legislation and regulations in the jurisdictions where our Company operates. We promote reduction of waste through elimination of packaging and encourage reuse and recycling throughout our operations. We seek to conserve resources and minimise waste where possible and make efficient use of water, energy, and raw materials and avoid deforestation.

In regard to our responsibilities in safeguarding the natural world we have a key focus on:

- 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

We expect our Approved Suppliers to adhere to similar environmental standards and maintain adequate standards in all areas of Corporate Responsibility, in particular as regards their dealings with their colleagues.

A copy of Nviro's Environmental Policy and Purchasing Policy are attached.

Quality of Goods and Services

- Any goods and services supplied to Nviro are expected to comply with applicable legislative and regulatory requirements.
- Any services supplied to Nviro should be provided by appropriately qualified and trained personnel, with due care and diligence, to such a high standard of quality as is reasonable for us to expect in all circumstances and should conform in all respects with any order.
- Any goods supplied should meet in all respects the requirements of any order and specification provided by Nviro and/or samples supplied or advised by the supplier and its representatives.
- Suppliers should refrain from subcontracting any order received from Nviro without our Company's prior written consent.

- We require suppliers to adhere to the principles and standards of the Code and to use all reasonable endeavours to ensure that the Code is maintained and enforced within their own supply chains, including by any sub-contractors used in executing any orders received from Nviro.

Safeguarding, Respect, and Ethical Conduct

We are committed to conducting business responsibly and ethically, and to ensure that all individuals affected by our supply chain are treated with dignity and respect. Suppliers play a critical role in upholding these values and are expected to maintain safe environments, prevent harm, and address inappropriate behaviour wherever it occurs. Suppliers must comply with all applicable laws and regulations and implement their own appropriate policies and procedures to support these commitments. In the absence of their own relevant policies, suppliers are expected to comply with and operate in accordance with Nviro's internal policies.

By trading with Nviro, we expect our suppliers to accept and apply our standards.

Safeguarding

Suppliers are expected to uphold the highest standards of safeguarding and to take reasonable steps to prevent, identify, and respond to safeguarding risks. This includes ensuring that their colleagues, contractors, and subcontractors are appropriately trained and always act in a manner that respects dignity, safety, and human rights. Where required, suppliers must hold a valid Disclosure and Barring Service (DBS) check and present no apparent risk.

Any safeguarding concerns or incidents must be reported promptly and addressed appropriately, without fear of retaliation.

Sexual Harassment

Suppliers are expected to maintain a working environment based on dignity, respect, and professional conduct. Sexual harassment, abuse, or exploitation of any kind will not be tolerated, including unwanted physical contact, inappropriate comments, gestures, or any other behaviour of a sexual nature.

Suppliers must take all reasonable steps to prevent sexual harassment by establishing clear standards of behaviour, providing appropriate training and awareness, and ensuring safe and confidential procedures for raising concerns. All reports must be handled promptly, sensitively, and without retaliation.

Modern Slavery and Human Trafficking

Suppliers are expected to have appropriate policies, controls, and due diligence processes in place to identify, prevent, and mitigate risks of modern slavery and human trafficking within their operations and supply chains. This includes ensuring that all workers are trained on how to identify and report concerns of modern slavery and human trafficking, are employed voluntarily, are free to leave employment subject to reasonable notice, and are not required to pay recruitment fees or surrender identity documents.

Health and Safety

Suppliers are expected to identify and manage workplace risks through appropriate policies, procedures, training, and risk assessments. They must provide safe systems of work, suitable equipment, and a working environment that meets all legal health and safety requirements. All accidents, incidents, and near misses must be recorded, reported, and addressed appropriately.

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

Protection of Confidential Information At times, suppliers of our Company may be given access to information that may be confidential. No supplier should without proper authority access, modify, disclose or make use of any confidential commercial or personal information for any purpose other than as properly required for legitimately carrying out their duties.

The obligation of confidentiality continues after the business relationship with suppliers has been terminated and covers disclosure to others. Suppliers are expected to comply with any non-disclosure agreements regarding Nviro’s confidential information.

Sanctions Suppliers should ensure they conduct their business in compliance with all international trade laws and sanctions. Suppliers should not directly or indirectly provide our Company materials or services from a country, person or entity that would be in breach of any trade sanction, trade embargo, export control or other trade restriction.

Tax Suppliers should not knowingly be involved in the fraudulent evasion of any tax.

Compliance Checks and Termination of Agreements

Suppliers who do not take all reasonable actions to adhere to the Code and continually fail to meet Nviro’s delivery and quality standard requirements are removed from the list of approved suppliers.

Note: This form is not required to be returned signed as the sign off and agreement is taken care of on the Canopy Portal. The following is for Nviro reference only.

Nviro require/expect our Approved Key suppliers of goods and services to understand and adhere to these standards.

Please sign to confirm your understanding of Nviro’s position and agreement to adhere to the Supplier Code of Conduct and return this form to xxxxxxxxxx

Company Name

Name:

Position:

Signature:

Dated:

Please provide updates on the following key elements:

- Environmental Policy – (Ours/Own)
- Supplier Safeguarding Pathway
- Sexual Harassment Policy (Ours / Own)
- DBS required? Yes/No
- Modern Slavery Policy (Own/Ours)
- Health & Safety Performance Info Expiry Date.
- PL Insurance Limit:
- EL Insurance Limit:
- Do you have a supply chain risk assessment? Yes/No if yes please attach

The above checks help us to ensure that our products and services comply with our Corporate Responsibility goals and our customers' expectations.

(update every year)