



Sustainable Supply Chain Policy

redcentric

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Applies To:	All Redcentric Staff, Strategic suppliers
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Document Control

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Document Ownership

The Procurement Director is the owner of this document and is therefore responsible for ensuring that this policy is reviewed in line with the documented review cycle under ISO14001 EMS.

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1 Introduction

This policy sets out the requirements for Redcentric plc, Redcentric plc's strategic vendors and sub-contractors to support us in meeting the commitments made in our FY23 annual report, our Environmental policy, Redcentric plc's statement on slavery and human trafficking and drive to be a Sustainable Business.

At Redcentric plc, we are committed to protecting the environment and minimizing the impact of our operations on the planet. We recognize the importance of sustainability, and we strive to operate in an environmentally responsible manner. As such Redcentric are committed to enhancing sustainable outcomes and the resilience of our supply chain to ensure that the services we provide to our customers and employees are sustainable in the long term whilst providing best value.

This is a challenge because our supply chains are at risk from multiple, increasing, external pressures such as climate change, political and financial volatility.

Reducing risk and creating opportunities to enhance the sustainability and resilience of our supply chain is central to our mission: 'We deliver agile, available and assured solutions that help organisations succeed' and our ambition is to work in collaboration with our vendors to responsibly address existing and emerging social, economic and environmental challenges.

Redcentric plc's strategic vendors are pivotal in delivering many of our services and play a crucial role in meeting our commitments.

2 Purpose

Redcentric plc expect our supply chain to support us in achieving 'best value for money' for our customers as well as delivering on our commitments.

Redcentric plc want to choose the optimum combination of whole life costs and benefits whilst also considering the environmental, social and economic impact of activities through goods, manufacture, transportation, usage and disposal of goods and all services procured.

Redcentric will work with our supply chain to ensure that where relevant and proportionate, we:

- Health and Safety - Have good health, safety and wellbeing standards and performance.
- Resilience- Demonstrate best practice in supply chain resilience by 2030,
- Ethical - Have ethical supply chains and source goods and services ethically.
- Environmental - Assure that the risk of environmental damage in all forms is minimised, and an aspiration for this to be eradicated throughout our supply chains.
- Carbon - Measure, monitor, report and reduce our carbon footprint.
- Water - Ensure that goods are not sourced unnecessarily from water stressed regions
- Community - Volunteering is encouraged and employees take part in CSR events
- Vendor Diversity - Offer small and medium enterprises, social enterprises and local businesses the opportunity to participate in our supply chain and to work with vendors who actively manage diversity & inclusion in their workforce.
- Labour Standards - Implement a proactive approach to tackling hidden labour exploitation.
- Payment – Make process improvements to allow prompt payments throughout the supply chain by 2025.
- Policy - Have a sustainability and sustainable procurement policy.

3 Scope

This policy sets out Redcentric plc's commitments to deliver sustainable outcomes through our procurement activity in the sections below. It is to be applied to all strategic sourcing processes and strategic vendors. Responsibility for this policy lies with the Procurement Director. The implementation of this policy is the collective responsibility of all employees, strategic vendors, and their subcontractors.

3.1 Health and Safety

Good health, safety and wellbeing standards and performance are critical to the success and sustainability of our business and supply chains. Everybody who works for, or with us, is responsible for getting health, safety, and wellbeing right.

Redcentric will:

- Continue to identify and address gaps to ensure that we only work with competent vendors who meet our safety criteria.
- Hold our contractors and vendors to account for safety.
- Remain committed to working to prevent harm and protect health across our business operations, environments and communities.

As a minimum we expect our vendors to:

- Have an effective health and safety management system in place that is appropriate to their business size and nature.
- Ensure that all employees are well trained and equipped with the necessary skills to complete their job competently and safely.
- Comply with our health and safety standards when working on our sites, which will be outlined during an initial site-specific induction. We expect everyone to report any details that can help us identify opportunities for continuous improvement.
- Have an active Health and Safety Policy or equivalent.

3.2 Resilience

Redcentric plc's aim is progress towards demonstrating best practice in supply chain resilience by 2030,

Redcentric will:

Provide training to all employees in Business continuity and Disaster recovery.

As a minimum we expect our vendors:

- To be financially stable. Credit checks and financial sustainability will form part of the tender process, and ongoing due diligence.
- Have comprehensive Business continuity and disaster recovery plans.
- Understand risks in supply chain and provide confidence in mitigation.
- Have a sustainable supply chain policy or equivalent.
- Where appropriate and proportionate, work with Redcentric to increase the transparency of our supply chains beyond our direct vendors to trace the flow of materials and information back to the raw materials and original vendors identifying social, economic and environmental risks which could lead to an interrupted supply.

3.3 Ethical

Redcentric do not tolerate unethical approaches such as: modern slavery, child labour, forced labour, human trafficking, corruption, bribery, or fraud.

As a minimum, all of our vendors should work proactively to ensure that no ethical breaches occur, and this should be relayed down the supply chain.

Redcentric will:

- Be compliant with the Modern Slavery Act 2015 and we will correspond with all of our high risk vendors to provide an overview of the legislation, stating our intent and future expectations.
- Train all employees on Modern Slavery awareness, Bribery and corruption
- Keep within the terms of our contracts and ensure that our vendors are paid on time,
- Maintain a high standard of corporate social responsibility (CSR), demonstrating examples of having a positive economic, environmental and social impact.
- Remain committed to supporting a diverse and inclusive workforce, giving equal opportunities to all, and working to enhance our vendor diversity criteria.
- Due diligence checks will take place as part of the standard tender process, inclusive of Anti-corruption, Diverse supply chain,
- Add ethical requirements to vendor terms within the specification. To be drafted as standard.
- All members of the procurement team are trained in Sustainable, Environmental, Social and Governance supply chains.

We expect our vendors to:

- Be compliant with the Modern Slavery Act 2015, and we expect everyone to sign up to the Act irrespective of their turnover.
- Keep within the conditions of their contracts, ensuring that their vendors are paid on time.
- Be committed to equality, diversity and inclusion and evidence good practice. Have in place and keep updated an appropriate Diversity and Inclusion Policy or equivalent.

3.4 Environmental

We assure that the risk of environmental damage in all forms is minimised, and our aspiration is for this to be eradicated throughout our supply chains.

To help manage our environmental compliance we are certified against ISO14001:2015 and we expect our vendors to adopt the principles of this standard. All areas of environmental performance are important to us, Carbon is a key area of focus. Corporate, Social, Responsibility (CSR) is also a primary focus and an area Redcentric are keen to encourage throughout our supply chain.

3.5 Carbon

We will:

- Continue to measure, monitor, report and reduce our carbon footprint and remain committed to this.
- Work with our supply chain to reduce carbon emissions, for example by ensuring that future vendors support the development and delivery of low carbon solutions.
- Due diligence checks and qualitative questions will take place as part of the standard tender process, inclusive of carbon reduction measures and recording.

We expect our vendors to:

- Offer and prioritise innovative lower-carbon solutions.
- Measure, monitor, report and work to reduce their carbon footprint where appropriate, as well as encouraging their supply chain to do the same.

3.6 Water

We will:

- Ensure that goods are not sourced unnecessarily from water stressed regions by understanding the source locations during the tender process.
- Work to continually improve the water efficiency of our operations.
- Promote forms of sub-potable water use where appropriate, for example rainwater harvesting and grey water recycling.

We expect our vendors to:

- Promote water efficiency and forms of sub-potable water use in their supply chain.
- Have a documented approach to water sourcing, consumption, and efficiency if they have significant water consumption within their supply chain.

3.7 Waste

We will:

- Where appropriate, measure, monitor, report and reduce our waste to landfill, observing the waste hierarchy of reduce, re-use, recycle.

We expect our vendors to:

- Work to minimise packaging where possible.
- Where appropriate measure, monitor, report and work to reduce waste to landfill that is produced by their activities on our sites, observing the waste hierarchy of reduce, re-use, recycle.

3.8 CSR

We will:

- Measure, monitor, report and our paid days of volunteering
- Encourage all Redcentric employees to utilise their paid day every year to contribute to the local environment.

We expect our vendors to:

- Measure, monitor and report on their paid days of volunteering and encourage their employees to take part in CSR events.

4 Conclusion

Redcentric's goal is for our supply chains to share our commitment to the continuous improvement of environmental, economic, and social sustainability and therefore our expectations of our vendors will be used as key, weighted criteria during the strategic tender process and form part of our contracts. Periodic due diligence will be undertaken by the Vendor Management team.

We reserve the right to carry out sustainability audits of our vendors where appropriate to help us ensure that the key principles of our policy are upheld. We will continue to seek continuous improvement.

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