

	Sustainable Procurement Policy	Commercial P01	Issue No. 01
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Introduction

Glenveagh recognises that our procurement activities have an impact on the environment and society around us. Therefore, we strive to apply a sustainable procurement approach to all our procurement decisions. We are committed to being good stewards of the environment and maintaining healthy workplace conditions across all our work with suppliers, contractors and supply chains to minimise any negative environmental and social impact of the materials, services and labour within our own operations and through our supply chain.

Our Supplier Standards

Our policy outlines the key pillar areas that we expect our suppliers to address. It relates to both products and services they provide Glenveagh and to all activities that they and their respective supply chains are engaged in.

People: We expect that our suppliers pay their employees a real living wage based on cost of living and ideally higher than the legal minimum. No employees should be expected to work excessive hours, and there should be no discrimination on the grounds of ethnicity, gender, sexual orientation, age or other.

Health & Safety: Health & Safety is of paramount importance to Glenveagh. We will work with our suppliers and subcontractors to insure they have the appropriate insurance and approach to training & awareness on H&S including culture, policies, and processes.

Customer: The quality of our product and service to our customer is key to our success. We expect our suppliers to work with us to deliver accessible and affordable housing at the highest quality possible, adhering to appropriate selling and product labelling practices.

Communities: The homes we build should enhance the sustainability of the local community and contribute to socio-economic community development. We expect our supply partners to engage with the community to maximise the positive impacts on the biodiversity and land use.

Sustainability: Our activities and those of our suppliers have an impact on the environment and we expect our suppliers to foster a culture of environmental stewardship and compliance minimising our Water, Waste & Resource use. We also seek to minimise GHG emissions in our operations, products and value chains working to mitigate & adapt to the physical & transitional impacts of Climate Change.

Supply Chain: As we seek to source materials efficiently and sustainably, we ask our suppliers to do likewise, applying ethical sourcing, protecting human rights and adhering to processes to promote economic inclusion relating to issues such as small suppliers and prompt payment. Glenveagh will not tolerate any form of corruption, bribery, unfair anti-competitive activities, discrimination, or harassment.

Suppliers are encouraged to suggest improvements on sustainability performance as part of our ongoing relationship and to participate in sustainability initiatives launched by Glenveagh. This may require the supplier to provide further information on sustainability impacts or opportunities that may arise from the contract award.

New suppliers will be sent a copy of Glenveagh's Sustainability policy and asked to return a signed copy with their commitment to do their utmost to contribute to the sustainability objectives of Glenveagh.

Glenveagh applies a zero-tolerance approach towards compliance relating to legal obligations under environmental, labour, social and ethical regulations. We expect the same approach from our supply partners and as such all suppliers are required to adhere to our Vendor Code of Conduct. Adherence to this policy is to be reviewed by the Senior Management Team on an annual basis.



Chief Executive Officer

15/02/2021

Date