

## Sustainable Procurement Policy

### Introduction

FATHOM believes in the importance of engaging with suppliers that are actively working to mitigate any negative environmental or social impacts of their operations. In support of our Sustainability policy, we have created our Sustainable Procurement Policy which is committed to sustainable practices throughout our procurement processes. As a manufacturer of retail displays, we recognise that the choices we make in sourcing materials, goods, and services not only impact the environment but also influence our stakeholders, including customers, suppliers, and local communities. This policy aims to guide our procurement decisions in a manner that is aligned with our sustainability goals, including Ecovadis compliance, and promotes a positive environmental and social impact.

### Objectives

The key objectives of this policy are to:

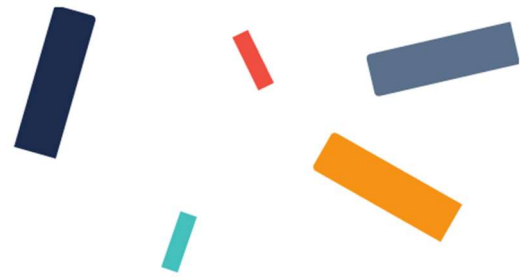
- Ensure that sustainability is integrated into our procurement practices.
- Comply with our Ecovadis accreditation, standards and principles on sustainability.
- Contribute to reducing our environmental footprint, promoting ethical business practices, and supporting human rights in the supply chain.
- Foster a culture of sustainability and continuous improvement across the entire procurement process.

### Principles

Our sustainable procurement practices are founded on the following principles:

#### Environmental Responsibility

- We prioritise the selection of suppliers that demonstrate commitment to reducing environmental impacts through energy efficiency, waste management, water conservation, and the use of sustainable raw materials.
- We strive to minimise packaging, select environmentally friendly materials, and encourage recycling and reuse in the manufacturing process.



- We aim to reduce our carbon footprint by choosing local suppliers whenever possible to minimise transportation-related emissions.
- We are committed to move our electricity supply to none fossil fuel use by the end of 2025.

### Ethical Business Practices

- We are transitioning to work with suppliers who uphold high ethical standards in their operations and adhere to international labour standards, including respect for workers' rights, fair wages, and safe working conditions.
- We prohibit the use of child or forced labour in any part of our supply chain.
- We encourage suppliers to embrace anti-corruption practices and transparency in their business dealings.

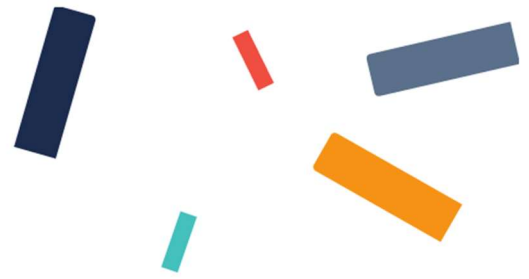
### Social Impact

- We aim to support suppliers who contribute positively to the communities in which they operate. This includes promoting fair trade, social responsibility, and equitable working conditions.
- We expect our suppliers to have a clear policy on diversity and inclusion within their workforce and to promote equal opportunities for all employees.

### Supplier Selection Criteria

When selecting suppliers, we will evaluate them based on:

- **Environmental Performance:** Evidence of sustainable practices, certifications, and environmental management systems such as ISO 14001.
- **Social Performance:** Compliance with labour rights, health and safety regulations, and evidence of respect for human rights.
- **Ethical Performance:** Commitment to business integrity, anti-corruption policies, and transparency.
- **Product Sustainability:** The lifecycle impact of the materials used in retail displays, such as recyclability, durability, and sourcing from renewable resources.



## **Supplier Engagement and Development**

We recognise that sustainability is a journey, and we will work collaboratively with our suppliers to achieve our shared goals. To support our suppliers in meeting sustainability standards:

- We will provide help to suppliers to enhance their environmental and social performance.
- We expect suppliers to conduct regular sustainability audits and share progress reports.
- We actively engage with suppliers through regular communication and feedback to promote continuous improvement.

## **Monitoring and Reporting**

To track and evaluate the effectiveness of this policy:

- We will conduct regular reviews of our supplier relationships to ensure compliance with our sustainability criteria.
- We will monitor our own performance by assessing key performance indicators (KPIs) related to environmental impact, supply chain transparency, and ethical sourcing.

## **Continuous Improvement**

The policy is to be regularly updated by the procurement team and all changes will be communicated to interested parties. It is important you take the time to understand the latest version of this policy and contact a manager if you have any questions or feedback.

## **Conclusion**

We believe that sustainable procurement is critical to the long-term success of our business and the wellbeing of our planet. By integrating sustainability into our procurement decisions, we ensure that FATHOM remains a leader in responsible manufacturing of retail displays while contributing to a more sustainable and ethical global economy.