



Responsible Procurement Charter

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1 Responsible Procurement Charter

1.1 The Purpose of this Responsible Procurement Charter (RPC)

Fundamentals Group (*We, Our, Us*) is proud of its place in the Eco structure of businesses that generate and provide the electricity that is so crucial to today's lifestyle and for improving the lives of people around the world. We expect *our* suppliers (*You, Your*) to comply with all applicable local laws and respect international conventions on human and labour rights, and the environment and this document sets out how we expect *you* to do this.

1.2 Principles

We ask *you* to acknowledge our ethics and values and commit to maintaining the onward chain of responsibility for

- Health and safety
- The environment
- Anti-bribery, corruption and counter tax evasion
- Modern slavery
- Responsible Mineral Initiative
- Counterfeit, Fraudulent and Suspect items.

Where there is a genuine need for *you* to demonstrate compliance with elements of this RPC, we will ask you for the documentation and expect *you* to make it available to *us*.

1.3 Health and Safety

We recognise our duties under health and safety legislation and endeavour to meet the requirements of this legislation and maintain a safe and healthy working environment. We inform *our* managers and supervisors of their responsibilities to ensure they take all reasonable precautions, to ensure the occupational health, safety and welfare of those that are likely to be affected by the operation of our business.

When we work on customers' sites we comply with their health and safety policies to ensure a safe and healthy working environment.

We expect *you* to comply with all applicable health and safety legislation and where working takes place on customers' sites to ensure that their health and safety policies are followed.

We expect *you* to undertake one-up due diligence in *your* supply chain.

1.4 Commitment to the Environment

We are committed, throughout *our* operation, to ensure business is carried out in a responsible and considerate manner, minimising impact on the environment, preventing pollution and making responsible use of available natural resources.

We operate an Environmental Management System that is aligned to the requirements of ISO14001:2015 and operate a continuous improvement policy.
We expect *you* to have a similar strong commitment throughout *your* business and undertake one-up due diligence in *your* supply chain.

1.5 Anti-Bribery, Corruption and Counter Tax Evasion

We value our reputation and are committed to maintaining the highest level of ethical and legal standards in the conduct of *our* business affairs. The actions and conduct of *our* staff as well as others acting on *our* behalf are key to maintaining these standards.
This is formalised in the Anti Bribery and Corruption policy that applies strictly to all employees, directors, agents, consultants, contractors and to any other people or bodies associated with *us*, within all areas and functions.
We expect *you* to have a similar strong commitment throughout *your* business and undertake one-up due diligence in *your* supply chain.

1.6 Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in any part of *our* business (This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year)
We expect *you* to commit to ensuring that there is no modern slavery or human trafficking in any part of *your* business and undertake one-up due diligence in *your* supply chain.

1.7 Conflict Minerals

OECD guidance for responsible supply chain of minerals from conflict areas provides guidance on identifying and managing the risks throughout the entire supply chain.
We use T3G (Tungsten, Tin, Tantalum, Gold) in electronic components and coatings that *we* procure. *We* do not procure any direct from the smelter.
We expect *you* to follow OECD guidance and undertake one-up due diligence in *your* supply chain.

1.8 Counterfeit, Fraudulent and Suspect Items (CFSI).

We are committed to ensuring that there are no Counterfeit, Fraudulent or Suspect Items in *our* supply chain. *Our* employees and suppliers will be informed of this requirement together with an understanding of the risks and the mitigations in place.
Where CFSI are identified, appropriate segregation and disposal steps will be taken together with remedial action to share the information and prevent re-occurrence.
We expect *you* to commit to this policy and undertake one-up due diligence in the supply chain.

Signed as approved by:  Date: 05/10/2022
Vincent Thornley (Managing Director)

Version Information

| Date reviewed | Next review date | Issue No. | Changes (most recent first) | Process owner | Approver |
|-------------------|------------------|-----------|--|---------------------|-----------------|
| 05/10/2022 | 05/10/2023 | 14 | Rebranding and annual review. | Operational Systems | Leadership team |
| 18/10/2021 | 18/10/2022 | 13 | Logo changed | Operational Systems | MD |
| 29/09/2021 | 29/09/2022 | 12 | Reviewed and signed, logo changed | Operational Systems | MD |
| 10/08/2020 | 10/08/2021 | 11 | Minor changes to improve 'plain English'. Reviewed and signed | Operational Systems | MD |
| 03/04/2019 | 03/04/2020 | 10 | | Operational Systems | MD |