



Policy

Supplier Selection and Management including Responsible Procurement Charter

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1 Policy Objectives

Fundamentals (*we, our, us*) has stated commitments to perform at the highest standards; to the health, safety and welfare of those who are affected by *us*, and to the environment; and to comply with international law and regulations. These commitments extend beyond *our* activities to include those of *our* suppliers.

This policy defines *our* approach to deliver on these commitments, in relation to selection and management of *our* suppliers. It also defines *our* Responsible Procurement Charter (RPC), to which we expect all *our* suppliers to adhere.

2 Policy Statement

2.1 Supplier Selection and Management

We shall ensure that externally provided processes, products and services conform to requirements.

We shall determine and apply criteria for the evaluation, selection, monitoring of performance and re-evaluation of external providers, based on their ability to provide processes or products and services in accordance with requirements.

We shall identify suppliers who are critical to *our* operations and during supplier evaluation will seek evidence of how they align to *our* values, ethics and Responsible Procurement Charter, and that their processes support our external certifications.

We shall identify suppliers who are critical to *our* operations so that we can monitor their performance and continuing commitment to *our* values, ethics, Responsible Procurement Charter and supporting our external certifications.

We shall record interactions with suppliers and prospective suppliers to provide evidence of information provided and received.

We shall retain information relevant to the selection and management of suppliers and services.

2.2 Requirements

We shall ensure the adequacy of requirements prior to their communication to the external provider.

We shall communicate our requirements for:

- The processes, products and services to be provided;
- The approval of products, services, methods, processes, equipment;
- The release of products and services;
- Competence, including any required qualifications;
- The external providers' interactions with *us* and our customers;
- Control and monitoring that we will apply to the external providers' performance; and

- Verification or validation activities that *we* or *our* customer intends to perform at the external providers' premises.

2.3 Controls

We shall determine controls to be applied to externally provided processes, products and services when:

- Products and services from external providers are intended for incorporation into *our* own products and services;
- Products and services are provided directly to *our* customer(s) by external providers on *our* behalf; or
- A process or part of a process is provided by an external provider as a result of a decision that *we* have made.

We shall ensure that externally provided processes, products and services do not adversely affect our ability to consistently deliver conforming products and services to *our* customers.

We shall:

- Ensure that externally provided processes remain within the control of our quality management system;
- Define the controls that we intend to apply to an external provider and the controls we intend to apply to the resulting output;
- Take into consideration the potential impact of the externally provided processes, products and services on our ability to consistently meet customer and applicable statutory and regulatory requirements;
- Take into consideration the effectiveness of the controls applied by the external provider; and
- Determine the verification or other activities necessary to ensure that the externally provided processes, products and services meet requirements.

2.4 Supplier Responsibilities

We expect *our* suppliers to commit to supporting the objectives and intents of this policy, including maintaining the onward chain of responsibility as stated in *our* Responsible Procurement Charter.

Appendix A: Responsible Procurement Charter

A.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.

A.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*.

A.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 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.

A.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.

A.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.

A.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.

In addition, we are committed to preventing the use of child labour in our supply chain. We expect all our suppliers to comply with applicable laws regarding the employment of children and to ensure that no child labour or exploitative practices are used in the production or sourcing of goods and services. We support the principles of the International Labour Organisation concerning the minimum age for employment and safe working conditions for young workers.

A.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.

A.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:


Vincent Thornley (Managing Director)

Date: 3rd February
2026

Version Information

Date reviewed	Next review date	Issue No.	Changes (most recent first)	Process owner	Approver
3/2/2026	3/2/2027	18	Paragraph on child labour added to A.6 Modern Slavery	Integration	Leadership team
11/2/2025	11/2/2026	17	Supplier Selection and Management policy merged into document	Integration	Leadership team
01/10/2024	01/10/2025	16	Annual review	Integration	Leadership team
05/10/2023	05/10/2024	15	Owner and formatting updated.	Systs & Procs	Leadership team
05/10/2022	05/10/2023	14	Rebranding and annual review.	Operational Systems	Leadership team