Ethical Supply Chain Management Policy – Responsible Sourcing

Introduction

At Capital Reinforcing we recognize that, as a leading UK reinforcing supplier and fabricator, our supply chain activities have a broad impact and that our responsibilities extend beyond our own operations into those of our suppliers. At the same time, we continually strive to ensure that we deal with our suppliers in an open and transparent way.

Requirements of our suppliers

Suppliers' performance on human rights, health and safety and other corporate responsibility issues forms a key part of our decisions about the suppliers we use. It is our aspirations that our suppliers' standards on these issues are at least rigorous as our own.

Over time we require our primary supplier base to apply the following standards:

- Demonstrate responsible environmental performance in line with ISO 14001.
- Apply rigorous health and safety standards in line with ISO45001 (or equivalent).
- Apply rigorous standards of environmental protection in line with ISO 14001.
- Permit workers' freedom of association and right to collective bargaining.
- Not to discriminate on any basis.
- Eliminate the use of child labour and remediate where necessary.
- Eliminate the use of forced and bonded labour and remediate where necessary.
- To pay a 'living wage' and limit the number of hours worked by each employee

We also require our suppliers to:

- Provide Capital Reinforcing Ltd or its representatives with reasonable access to all relevant information, to cooperate and to use reasonable endeavors to ensure that sub-contractors do the same.

• Take it upon themselves to be aware of and be prepared to demonstrate that they apply the standards we require (listed above)

In addition, we expect our suppliers to support the United Nations Universal Declaration of Human Rights that sets "common standards of achievement for all people and all nations".

Further detail on our expectations on each of the above is contained in our Policy on Human Rights and Labour Conditions.

Principles of co-operation

We recognise the necessity to collaborate with our suppliers in achieving these standards and requirements. To that end, it is our policy to work with our suppliers based on the following principles. We will:

• Work collaboratively with suppliers in pursuit of these standards.

• Welcome, rather than penalise, suppliers who strive to identify activities that fall below these standards and work towards achieving improved conditions.

• Consider an alternative ethical trading standard where suppliers are already working towards this alternative.

• Not hold a supplier to a higher standard than Capital Reinforcing Ltd 's own policy on these issues.

• Focus attention on those parts of the supply chain where the risk of not meeting these standards is highest and where the maximum difference can be made with resources available

This Policy is reviewed annually.

Signed:

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Dermot Owens
Managing Director
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