

## Ethical Procurement Policy

Flexcrete Technologies Ltd operates an integrated management system governing all aspects of our business operations in compliance with our ISO 9001, ISO 14001 and ISO 45001 accreditations. Senior management is committed to continuous improvement by consulting with all employees and other relevant stakeholders to review, establish and implement our objectives to drive improvement forward.

We will procure all goods and services in an ethically and environmentally sensitive way with due regard for our commitment to sustainability and the needs of our customers. We will assess all offers and tenders in a fair, objective and structured manner that actively encourages competition. We will not discriminate against potential suppliers on the grounds of scale and we will actively encourage local organisations to participate in the procurement process to reduce costs and environmental impact.

Company personnel who are responsible for purchasing decisions will not accept corporate gifts, or any type of solicitation that could be construed as enticement. We maintain an Anti-Bribery Policy which forms part of the Conditions of Employment.

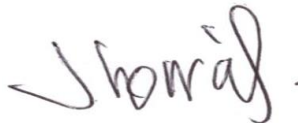
As far as possible, we ensure our suppliers are ethical, sensitive to the environment and operate within EU and UK legislation. We will not knowingly source from suppliers who fail to:

- Meet high health, safety and environmental standards
- Recruit personnel other than on their suitability for their job
- Provide safe, healthy and secure working conditions for all employees
- Adhere to all relevant legislation in whichever country they operate
- Prevent harassment of any kind including exploitation of child labour
- Observe fundamental human rights

We seek assurances to this effect from our suppliers.

This document should be read in conjunction with our Policies in relation to Health, Safety & Environment, Quality and Sustainability. The Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. All departments, managers and employees have duties and responsibilities relating to continual improvement. Any changes to the Policy will be brought to the attention of all stakeholders.

**Signed:**



**Date:** April 2021

**Position:** Site Manager (Responsible Person)

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**Flexcrete Technologies Limited**

Tomlinson Road • Leyland  
Lancashire • United Kingdom  
PR25 2DY

**Tel:** +44 (0) 845 260 7005 • **Fax:** +44 (0) 845 260 7006

**Email:** info@flexcrete.com • **Web:** www.flexcrete.com

