

*All Group Policies are intended to set out the minimum principles to which the Group subscribes – where necessary, local companies should adjust policies to take into account local requirements, specifically local currencies where amounts are stipulated*

## Responsible Supplier Policy

Owner: Sustainability Group

Reviewed: January 2019

### 1. Background

Majestic's sustainability position addresses the impacts of our business on the environment and society as well as taking into consideration the governance aspects of how we do business. In this regard we have developed a detailed Sustainability Policy and implementation Plan which is available on our website (insert link)

The sustainability of our business includes activities within our value chain and we subscribe to the principle of inclusivity and will engage with all our stakeholders where possible and across our total value chain. Where we do not own a process we will strive to provide guidance and leadership to effect change.

### 2. Our Commitment

We will make every effort to advance our business in such a way that we meet the present needs of the business without compromising the future of anyone or anything.

We are committed to being a responsible corporate citizen in the pursuit of our goal to deliver long term value (profits) within the context of our social (people) and environmental (planet) responsibilities and the associated globally recognised challenges.

Procurement decisions are made on the basis of quality, service, price, delivery, best value and other similar factors.

### 3. Our Expectations

#### 3.1 Behaviour

3.1.1 Legislation - We will strive to be fully compliant with all applicable legislation (local and otherwise where applicable) and expect all our suppliers to do likewise.

3.1.2 Anti-Bribery and Corruption and Anti-Money Laundering– We expect our suppliers to comply with the principles which we have set out in our Anti-bribery and corruption policy and Anti-money laundering policy (Available here – add link)

3.1.3 Business ethics – We expect our suppliers to conduct business with both Majestic, and within their own value chains, in a manner which subscribes to key moral principles including honesty, fairness, equality, dignity, diversity and individual rights.

3.1.4 Data Protection – We expect our suppliers to comply with the provisions of data protection legislation across all applicable countries, and to meet the requirements of our Data Protection Policy (Available here – add link)

3.2 Environment - We acknowledge the impact that our business has on the environment.

We wish to minimise our impacts as far as possible, but need the participation of our suppliers in this regard. Some of the areas which we encourage our suppliers to consider include:

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- 3.2.1 Energy efficiency – reduction of carbon emissions through:
  - 3.2.1.1 Efficient use of transport and minimisation of use of fossil fuels;
  - 3.2.1.2 Reduction of packaging and use of recycled and sustainable packaging;
  - 3.2.1.3 Sustainable sourcing of materials;
  - 3.2.1.4 Reduced weight bottles, recycling of bottles and industry alternative methods of storage and closures.
- 3.2.2 Soil and water
  - 3.2.2.1 Recognition of water scarcity, local community water demands and reduction of water usage.
  - 3.2.2.2 Commitment to reduction of effluent and emissions with the use of environmentally damaging chemicals kept to a minimum. Where possible low chemical or natural alternatives should be used. Disposal of any chemicals should be done in a suitable manner.

### 3.3 People

- 3.3.1 We expect our suppliers to provide fair and safe working environments for all their workers and to comply, at a minimum, with national legislation;
- 3.3.2 We expect our suppliers to comply with the principles set out in our statement on Modern Slavery and Human Trafficking – see here [Modern Slavery](#)
- 3.3.3 No person should be discriminated against on the basis of race, age, gender, disability, religion, political affiliation, sexual orientation, medical condition or freedom of association;
- 3.3.4 We encourage our suppliers to participate in local community charitable activities and to support and promote local enterprise.

## 4. Implementation

We will communicate our Responsible Supplier Policy to our suppliers. This policy is expressly incorporated into our standard terms and conditions and acceptance thereof will include the provisions of this policy.

We accept that the move towards sustainability is a process and while some aspects (such as on the environment) may involve a change process, some aspects of this policy are not negotiable, specifically the provisions relating to how we conduct business and treat people.

We expect transparency in our relationships with our suppliers and will support our suppliers in developing and implementing this policy in their businesses.

We would encourage our suppliers to extend the principles contained in this policy to their own supply chains.

We expect our suppliers to monitor their own compliance. Majestic may wish to audit compliance with some or all of the aspects of this policy.

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This policy will be reviewed periodically and any changes will be communicated to our supplier network.