



HRP06

Ethical Sourcing Policy

In accordance with BS ISO 10001:2018

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Circulation List

This Ethical Sourcing Policy is a controlled document and is maintained on the server as read only. The Human Resource Management Representative must ensure that all amendments are circulated and obsolete copies removed and filed. Hard copies used for training and internal auditing are controlled and distributed as follows.

Copy No.	Holder
1	Human Resource Management Representative

Amendment History

This policy is reviewed periodically, at least annually, and is retained for a period of three (3) years. Amendments and revisions are distributed to the named holders. The history of amendments and the issue of revisions are recorded below.

Date	Amend. No.	Page No.	New Issue No.	Reason for Change	Authorised By
01/06/2019	-	All	1	Initial release	Dmitry Samarin
01/06/2020	1	All	2	Annual review	Dmitry Samarin
01/06/2021	2	All	3	Annual review	Tony O'Sullivan
01/06/2022	3	All	4	Annual review	Tony O'Sullivan
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1. Ethical Sourcing Policy

RETN Capital are involved in the purchase of goods and services to support the delivery of our business activities. We aim to be responsible for delivering value to our clients, whilst observing purchasing practices that align with our Corporate Social Responsibility (CSR) aims and objectives. The purpose of this policy is to set out the Company's duties and responsibilities in upholding CSR policies throughout our supply chain and / or where our business has control or influence. We will disseminate this policy to our clients, suppliers and staff to ensure its effective implementation.

2. Business Integrity

We will ensure integrity in all our business transactions. We will be open, honest & fair in our communications and our dealings with business partners and other stakeholders affected by our activities and where necessary that of our supply chain. The company operates strict codes of conduct with regard to acceptance of bribery or gifts made in the in the course of our business (See the Company's Anti-Bribery & Code of Conduct policies).

3. Environmental Impact

The Company will consider, wherever practicable, the environmental performance and impact of goods and services when making purchasing decisions:

- We will seek to reduce waste and will do this through reviewing the amount & type of materials being used & specified and optimise opportunities for the use of recycled or reclaimed materials.
- We will seek to reduce our carbon footprint by sourcing goods / materials with low embodied carbon.
- The use of materials with hazardous content will be minimised wherever technically & commercially feasible.
- We will procure all timber and wood-based products from a certified legal and sustainable source.
- We expect our suppliers to manage their own impacts and to work with us to meet our environmental objectives.
- We expect our suppliers to have an environmental policy and to operate in compliance with all applicable laws and regulations.
- We will ensure the specification of environmentally sustainable materials wherever technically & commercially feasible.

4. People

We expect our suppliers and sub-contractors to share our commitment to H&S by implementing robust policies and procedures that put the H&S of employees and others who could be affected by their activities at the heart of their operations:

- We are committed to the promotion of ethical working conditions including fair wage, working hours and equal opportunities.
- We will respect the principles of human rights, to treat employees with dignity and respect and to ensure that no child labour is employed.
- We will ensure that the workforce employed on our sites have undertaken basic H&S training as outlined by the Company's training plan.

