Policy title: **Siamo Group Sustainable Procurement Policy**		
Approved by: Craig Golby		
Position: Managing Director		
Signature:		
Version: 4	Date:15/09/2026	Revision date: 15/09/2027

Introduction
Siamo Group believes in the importance of engaging with suppliers that are actively working to mitigate negative environmental, health and safety, and human rights impacts of their operations.

Scope
This policy applies to the entire Siamo Group. It covers all employees, managers, contractors and business partners.

Aims
This policy upholds our commitment to traceable management of environmental preservation and the pledge to protect full human rights for all people.

Commitments: Objectives
Siamo Group is committed to only purchasing raw materials from suppliers that can prove they are compliant with environmental and social best practices. We only engage with suppliers that can demonstrate these standards, and we prioritise suppliers that have attained external certification such as ISO 14001 or Ecovadis.

Commitments Targets
We are committed to building a more sustainable supply chain by setting a range of relevant and impactful targets.

- 100% of our strategic suppliers to be sent our Supplier Code of Conduct.
- Access 100% of our strategic suppliers on their commitment to continuous improvement in environmental performance, via our Siamo Group Supplier Questionnaire.
- Access 100% of our strategic suppliers on their provision for all employees to receive fair wages and fair equal treatment, via our Siamo Group Supplier Questionnaire.
- To choose goods made from recycled or sustainable material whenever possible.

Roles and Responsibilities
All employees, and contractors of Siamo Group are responsible for adhering to the commitments of this policy by referring all potential new suppliers to the Support Services and HR team, for vetting.

This policy is regularly reviewed against our progress with its stated targets.
The Support Services and HR team is responsible for drafting the policy, presenting annual objectives to the Board of Directors and developing initiatives and tools to improve the company's performance and achieve its commitments.

Policy Review
The policy is to be updated yearly by the Support Services and HR team and approved by the board of directors. All changes will be communicated to all Siamo Group internal and external stakeholders.

It is important to take the time to understand the latest version of this policy and contact a manager regarding any questions or feedback.