

## Responsible Sourcing Policy

We are living in a world that is becoming ever increasingly aware of its impact on the environment in its very widest sense of the meaning, and ERL is no exception to this. The need to address sustainability issues is becoming vital not only for our own interests but also customers and other stakeholders are demanding that we manage our impacts on the environment and society as a whole.

ERL is committed to the ultimate goal of operating a safe, efficient and environmentally sensitive organisation minimising any negative impacts whilst maximising all positive impacts. The management of ERL is committed to providing the motivation and resources to achieve this goal.

This goal is supported by a policy of responsible sourcing through the supply chain, this policy being based on the guidelines and principles of responsible sourcing set out by the Eco-Reinforcement standard and BES 6001. The key aspects of the responsible sourcing policy are set out below;

- The commitment to operate the business in an ethical manner adopting ethical standards and promoting these standards throughout the company.
- The implementation of procedures to ensure complete compliance with all applicable business legislation, national standards and industry approved codes of practice.
- The implementation of robust health & safety, supply chain, quality and environmental management systems.
- Constructive communication within our supply chain to deliver sustainable policies and practices.
- The identification and engagement of relevant stakeholders affected by the activities of the company, including local communities.
- The addressing of complaints and enforcement actions in an open and transparent manner, ensuring that the necessary corrective actions are implemented.
- The treatment of employees in a fair and consistent manner ensuring that all relevant employment law and agreed codes of practice are fully adhered to, especially with regard to employee consultation and employee development.
- The utilisation of energy efficiently throughout all company processes and to minimise the greenhouse gas emissions associated with the energy usage.
- The use of all resources efficiently and in a sustainable manner, utilising renewable resources in preference to non-renewable resources.
- The management of water in an efficient manner and the taking measures to prevent pollution.
- The management of waste streams according to the hierarchy of waste.
- The commitment to investigate and act on any aspect that may hinder the implementation of the requirements of this responsible sourcing policy.
- The continuous improvement of environmental, social and economic performance of the company.

This responsible sourcing policy is implemented alongside the following environmental and social policies:

- I. Greenhouse Gas Emissions Policy
- II. Resource Usage policy
- III. Waste Management and Recycling Policy
- IV. Water Extraction Policy
- V. Transport Policy

- VI. Employment and Skills Policy
- VII. Local Sourcing and Communities Policy



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