

Sustainability Supplier Charter

Reconomy is committed to fully integrating sustainability into all areas of our business and our commitment to sustainable procurement is embedded in our long-term Sustainability Strategy. We aim to be recognised as the UK's leading sustainable business operating in the environmental services sector. Due to our extensive, national supply chain and diverse client-base we are uniquely positioned to influence resource management and sustainability. We will continue to lead the waste industry by promoting best sustainable practice and meeting or exceeding guidance set out by government and regulatory bodies. Reconomy operates in line with our Anti Bribery and Corruption Policy.

	 Health and Safety	 Sustainability	 Ethical Working	 Continuous Improvement and Innovation
Reconomy commits to:	Engage with our supply chain to ensure working practices are safe.	- Meet its needs for goods and services, in a way that achieves value for money and generates benefits not only to the organisation, but also to society, whilst minimising environmental damage - Work with our suppliers on the development of sustainable solutions - Collaborate with our supply chain to develop socially inclusive recruitment through our RSVP (Reconomy Social Value Programme) - Use sustainability criteria in the award of contracts - Maximise spend with SMEs (Small & Medium size enterprises) and VCSE (voluntary, community, social enterprise) where possible - Encourage our suppliers to join the Supply Chain Sustainability School.	- Never tolerating Modern Slavery in all its forms including - human trafficking, forced labour, fraud, bribery or corruption, and only ever working with suppliers who care about this as much as we do - Using ethical and transparent methods of working - Ensuring all appropriate suppliers are subjected to Reconomy's accreditation process - Complying with the International Labour organisation's core conventions as well as UK labour laws (prohibition of forced labour and child labour, the right to organise in a trade union and suffer no discrimination, follow laws on workers' rights) - Ensuring our suppliers have policies and practices in place that are anti-slavery, eliminate human trafficking and promote human rights - Providing clear and fair procurement methods and developing long-term relationships - Recognising excellent supplier performance through repeat business opportunities - Making payments in accordance with agreed payment terms.	- Consulting with, listening to and acting on suppliers' suggestions for continuous improvement - Delivering solutions that meet or exceed customer requirements - Being easy to do business with.
Reconomy expects suppliers to:	- Provide a safe working environment with trained, capable and competent employees - Comply with the Reconomy Health and Safety Code of Practice.	- Effectively manage and mitigate their environmental impacts - Continually improve their social and environmental performance including working at the top of the waste hierarchy - Identify opportunities and implement actions to reduce carbon and fuel performance such as the commitment to the highest and latest vehicle efficiency standards - Submit prices and suggestions for more sustainable alternatives - Actively use the Supply Chain Sustainability School for training, advice and action planning.	- Read and follow Reconomy policy and guidance on preventing Modern Slavery - Treat people fairly and with respect, so there is a culture of equality and equity - Have policies and practices in place to minimise the risk of modern slavery and human trafficking in their business - Ensuring that there is no forced or child labour, discrimination, and that laws on labour rights are upheld in their business and supply chain. - Deliver on time to the agreed contract, and cost.	- Move towards integration of their own management and information systems with Reconomy's - Share innovations with Reconomy - Understand our safety, sustainability, quality, time and cost requirements - Train and invest in their people development - Investigate and use technology to increase recycling and circular opportunities.

Together we will deliver a customer centric service for our customers meeting or exceeding their expectations. Support human rights so that all parties working for or behalf of Reconomy are protected and treated fairly. Take a non-adversarial approach to dispute resolution.