

Ethical Purchasing Policy

Introduction

Kings Solutions Group Limited (“Kings”) takes social and environmental factors into consideration alongside financial factors in making decisions on the purchase of goods and services. Our purchasing decisions should, where possible consider whole life cost and the associated risks and implications for society and the environment.

Kings has an additional role to play in minimising any risk of social exploitation within the supply chain. We believe that this not only makes business sense, it also has the potential to improve the living and working standards of people around the world. We believe Kings have a responsibility to promote ethical and lawful practises.

This policy sets out the minimum expectations the company adheres to for sustainable and ethical procurement. When engaging with a supplier Kings will assess the supplier’s response to the following principles prior to any approval taking place;

- Working conditions are safe
- Employment is freely chosen
- Working hours are not excessive
- Wages meet at least national legal standards
- Training is provided
- No discrimination is practised
- Diversity and good workforce practices are encouraged
- Child labour is eliminated
- No inhumane treatment is allowed

Ethical Procurement

Our ethical objective is to ensure that people in the supply-chain are treated with respect and have rights with regard to employment including the rights to freely choose employment, freedom of association, payment of a living wage, working hours that comply with national laws, equal opportunities, recognised employment relationship, freedom from intimidation and to a safe and healthy working environment.

Environment & Sustainability

We will seek out organisations that share our commitment to sound environmental performance and improvement. Where applicable, we will offer assistance to our suppliers in raising their environmental awareness. We will develop partnerships with our suppliers and contractors and work together to minimise the environmental and social impacts of our supply chain.

Sustainability requirements will be considered and where appropriate will be specified in initial tender documentation for both suppliers and contractors, to ensure supplier and contractors are aware of our environmental and social criteria at an early stage in the tender process. Small firms, voluntary and community organisations, social enterprises and ethnic minority business are

Ethical Purchasing Policy

considered members of our supply chain as they play an important role in the local economy and contribute to social cohesion.

Supply Chain Management

Kings requires as a minimum that all suppliers of the company;

- Comply with all national and other applicable law and regulations to ensure the provision which affords protection to people and the environment.
- Take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring during work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working practice and environment.
- Provide workers with suitable and sufficient health and safety training, in order that they fully understand the hazards associated with they work activity and environment and the correct practices required to minimise risks.
- Assign responsibility for health and safety to a senior management representative.
- Assure suitable methods of prevention of bribery and corruption
- Provide reasonable access to all relevant information, premises, and workers (through interviews at Kings' reasonable request) and co-operate in any assessment of this policy – using reasonable endeavours to ensure that sub-contractors do the same.
- Use reasonable endeavours to provide workers covered by this policy with a confidential means to report to the supplier failure to observe its requirements.
- Apply a continual improvement approach in agreeing schedules for improvement plans with supplier not meeting this standard
- Base improvement plans on individual case circumstances

Responsibility

The Responsibility of the approval process for all suppliers is assigned to the Kings Compliance Team.

Breaches of Policy

Ultimately, Kings will not do business with a supplier where serious breaches of this policy are identified and where the supplier consistently fails to take corrective action within the agreed timescale.

We will terminate relationships with suppliers, individuals or business partners working on our behalf if this policy is breached.

A handwritten signature in black ink, appearing to read 'Bob Forsyth', is positioned above the name and title.

Bob Forsyth

Chief Executive Officer