

Sustainable Procurement Policy

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SCOPE

- The Scope, Exceptions and Compliance of this policy shall be as defined in the relevant sections of the [ES Global Policy Framework \(https://esglobal.staff.wiki/301,Page,es_global_policy_framework,KB.aspx\)](https://esglobal.staff.wiki/301,Page,es_global_policy_framework,KB.aspx).
- This policy applies to all employees involved in purchasing decisions, as well as all suppliers, contractors, and partners who provide goods or services to our organisation.
- This policy is not contractual but outlines the way in which ES Global aims to manage the supply chain and suppliers performance within the business operations.

DEFINITIONS

Supplier(s) - a person or organisation who provide good or services to our organisation, this includes suppliers, vendors, contractors, sub-contractors and/or business partners.

OBJECTIVE

We are aiming beyond ethical business practices, we are also committed to focus on formulating a strategic action plan with the ISO 9001, 45001, 14001 standards and United Nations Sustainable Development Goals (UN SDGs) embedded in our framework. We are dedicated to making continuous improvements to ensuring our procurement practices:

- Support ethical, transparent, and responsible supply chain management
- Promote environmental stewardship and resource efficiency
- Uphold human rights, fair labour practices, and safe working conditions
- Encourage innovation and the adoption of sustainable products, materials, and technologies

SUSTAINABILITY PROCUREMENT PRINCIPLES

We foster good relationships with Suppliers who share our passion in sustainability management and encourage all employees to integrate the following principles into all procurement activities:

- Not just about buying 'green' products, but also consider 1. planning ahead to manage demand; 2. effective ongoing contract management; and 3. dealing with supply chain risks and impacts.
- Prioritising products and services that minimise environmental impact, greenhouse gas emissions and enhance climate resilience across their lifecycle.
- Ensuring Suppliers uphold labour rights, providing safe, healthy and inclusive workplace.
- Enforcing zero tolerance for forced labour, child labour, modern slavery, human trafficking, and any form of exploitation.
- Integrating and promoting sustainability practice into procurement processes, contracts, and supplier evaluations.
- Maintaining integrity, fairness and transparency within supply chain.

SUPPLIER EXPECTATIONS

ES Global abides by an ethical standard, and it is expected that Suppliers to work towards and uphold similar ethical and moral integrity.

Business Ethics: our Suppliers must abide by ethical business practices. Under no circumstances do we tolerate any form of bribery,

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corruption, falsified information, or misleading behaviour.

Labour Standards: our Suppliers should comply with local government regulations regarding working standards. Additionally, Suppliers must guarantee the safety of their employees in the workplace, and prevent and intercept verbal, sexual, physical, or mental abuse. We are vehemently against any form of forced labour, child labour, modern slavery, human trafficking, and any form of exploitation.

Diversity and Inclusion: we expect our Suppliers to respect all employees and take precautionary measures to prevent any discrimination based on gender, race, age, ethnicity, sexual orientation, marital status, nationality, disability, religion, or political affiliation.

Environment: it is important that our Suppliers adopt environmentally friendly practices. We highly encourage the implementation of initiatives that minimise the overall environmental impact through daily operations and recommend that Suppliers measure and control the amount of harmful pollutants they excrete.

Community Engagement: our Suppliers must help support their local communities, striving to source from regional organisations and promote native businesses.

To ensure suppliers fully understand and adhere to ethical and labour standards, all new suppliers must formally acknowledge and consent to our Supplier Code of Conduct, which details our ethical requirements and above mentions expectations.

We should hold our Suppliers accountable for their impact thus demonstrating a commitment to our sustainability principles.

CONTINUOUS IMPROVEMENT

When fostering relationships with new Suppliers, it is important to keep these crucial factors in mind. We should aspire to build partnerships that help advance our values and mission, rather than hinder our overall goals. We are committed to continually improving our sustainable procurement practices by:

- Reviewing this policy periodically.
- Promoting the use of Sustainable Procurement Guideline as reference for adopting sustainable procurement practices.
- Updating procurement criteria to reflect evolving sustainability standards.
- Assessing supplier performance and identifying opportunities for improvement.
- Strengthening partnerships that support sustainable, resilient, and ethical supply chains.

If printed, the information in this document is accurate as of the date of printing. However, all documents are updated regularly, and readers should refer to the latest online version published on Staff Wiki. All documents are subject to the laws of the jurisdiction where the ES Global entity resides. All parties shall agree to submit to the exclusive jurisdiction of the courts in that location.