

# Sustainability / Responsible Sourcing Policy



## 1. Introduction

- Company Introduction
- General clause on Company ESG commitments and other various commitments
- Highlight for General clause on commitments to NDPE requirements.
- General clause on commitments to sustainable sourcing and use of \_\_\_\_\_ (list of commodities) in accordance to this policy.

## 2. Objective

The purpose of the policy is to ensure that all suppliers throughout the supply chain is aware of the requirements to conduct business in an accordance to \_\_\_\_\_ (company to list items required). All suppliers shall commit to comply with the policy set out inclusive of addition to applicable local and international law..

## 3. Scope of Ansell Responsible Sourcing Policy

- The Policy outlines the elements that are required to be complied with. The Policy applies to all suppliers.
- Definition of A Supplier shall be included in this section in accordance to the company policy.
- The Policy shall be applicable to all \_\_\_\_\_ (include elements to be covered under this policy).
- The requirement or all suppliers to communicate this policy throughout their supply chain shall be included in this section.
- Company commitment to working with to implement improvement plans towards achieving compliance with the policy is an optional item but highly recommended.

## 4. Policy Implementation

- Mention of how Suppliers are required to be able to demonstrate their compliance with the policy:
  - Provision of adequate documentation
  - Expectation for all suppliers to communicate the Policy to all relevant personals as well as contractors and agents.
- Mention on how suppliers can carry out assessments to show compliance towards this policy as part of conducting business can be added as an optional item. This shall include mechanism or external audit schemes available.

## **5. Monitoring, Demonstration of Continuous Improvement and Fulfilment:**

- Mention of suppliers requirement to demonstrate compliance to the policy through continuous monitoring activity.
- Recommended to be Inclusive of remediation action when adherence to the policy is not fulfilled.

## **6. Elements covered under the Policy**

### **1. No Deforestation (Inclusive of other Environment requirements):**

- No development of High Carbon Stock (HCS) Forests
- No development of High Conservation Value (HCV) Areas
- No burning
- Progressively reduce greenhouse gas (GHG) emissions on existing plantations
- Protection of water resources and minimisation of excessive water use
- Usage of chemicals and Operational efficiency for waste minimalization

### **2.No Development on Peat**

- No development on peat regardless of depth
- Best Management Practices for existing plantations on peat
- Where feasible, explore options for peat restoration

### **3. No Exploitation of People and Local Communities**

- Respect and support the Universal Declaration of Human Rights
- Respect and recognize the rights of all workers including contract, temporary and migrant workers • Facilitate the inclusion of smallholders into the supply chain
- Respect land tenure rights
- Respect the rights of Free Prior and Informed Consent (FPIC) of indigenous and local communities
- Community engagement and investment
- Resolve all complaints and conflicts through an open, transparent and consultative process.

### **4.Labour and Worker Welfare**

- Respect for Human Rights
- Employee health and safety, Emergency, workplace, housing,
- Labour Standards and rights
  - Freedom of Association and Collective Bargaining
  - Minimum age, remuneration, working time and rest day
  - Recruitment
  - Freedom from Forced, Bonded or Prison Labour

**7. Grievance policy and remediation**

- This policy shall be inclusive of addressing suspected violations of laws and the policy.
- Method of reporting violation shall be included.
- Method of addressing the violation from the company shall also be included.

**8. Indication of Compliance**

I \_\_\_\_\_ have read, understood and provide commitment towards compliance with the list of items covered in the Policy and will provide support to \_\_\_\_\_ (company), where required for the provision of evidence to demonstrate compliance with the Policy.

\_\_\_\_\_

Stamp & Signature

Date : \_\_\_\_\_

Designation : \_\_\_\_\_

Company Name : \_\_\_\_\_

