



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TITLE: Sustainable Procurement Policy (inc. Supplier Code of Conduct)					
COMPILED BY: CS			DATE ISSUED: 01/12/2023		
REVISED BY:		APPROVED BY: 		DATE: 01/12/2023	
MANAGER REVIEW		Ross Litchfield		QUALITY REVIEW 	

Tidyco Limited: Sustainable Procurement Policy (inc. Supplier Code of Conduct)

Tidyco Ltd asks its suppliers to have effective management systems in place to achieve the social, environmental and governance objectives to which they are committed. The management system should ensure that there are policies and procedures in place to achieve these objectives and performance is measured and monitored over time.

Tidyco Ltd also encourages its suppliers to work together to identify further opportunities to improve responsible business practices along the supply chain and develop ongoing performance improvements to the responsible sourcing programme. The Code aligned with the 17 UN Sustainable Development Goals that describe the business we need to become to bring optimal value to all our stakeholders.

Scope

This Code applies to all of Tidyco Ltd suppliers, contractors and their affiliated businesses, and applies to all products and services that Tidyco Ltd purchases. We strongly encourage our suppliers to promote the requirements of this Code within their own supply chain.

Tidyco Ltd.'s Code for Responsible Sourcing ("Code") explains how we will work with our suppliers, and asks them to meet the environmental, social and governance standards, specifically health and safety, human rights, ethical and environmental standards, set out below. We encourage our suppliers to work with us to identify and develop ongoing performance improvements to our responsible sourcing programme. We hope that this Code will promote sustainable business practices by our suppliers.

Tidyco Ltd defines its supply chain as the goods and services purchased for, and utilised in, its operations. Responsible Sourcing is being introduced as a key principle in Tidyco Ltd.'s procurement approach, and will be given systematic consideration alongside factors such as price and quality.

Our commitment to our suppliers

To implement the Code, Tidyco Ltd will:

- Collaborate: Work with suppliers to improve responsible business practices in the areas of environmental, social and governance standards, specifically in health and safety, human rights, ethics and environmental standards.

This may include joint assessments, such as site visits, to evaluate performance against the Code. Regarding raw material suppliers, we will also share our knowledge about independent certification schemes and assist them in achieving the standard.

- Support: Assist suppliers to identify activities that fall below the requirements of the Code and work towards achieving improved conditions in a timely manner.
- Prioritise: Focus attention on those parts of the supply chain where the risk of not meeting the requirements of the Code is highest and where the maximum improvement can be made.
- Respect: Conduct our business with suppliers in a fair, objective, transparent and professional manner. This includes treating suppliers' employees working at our premises with the same workplace practices as our own staff.
- Promote: Act as an advocate for responsible supply chain practices within our industry.
- Communicate and train: Ensure that all our employees are aware of the Code, and that those responsible for purchasing are appropriately trained.
- Improve: Regularly review our programme and practices to ensure they contribute to our responsible sourcing vision.

What we expect from our suppliers

Suppliers are strongly encouraged to collaborate with us to identify further opportunities to improve responsible business practices in the areas of environmental, social and governance standards, specifically in health and safety, human rights, ethics and environmental stewardship along the supply chain.

Health and safety

Tidyco Ltd is committed to working towards a goal of zero accidents and injuries, as well as general wellbeing in the workplace and beyond. Tidyco Ltd requests its suppliers constantly strive to eliminate all work-related injuries on their workforce and community.

Human Rights

Tidyco Ltd respects all human rights, of employees and local communities, and is committed to promoting these principles to its suppliers.

The supplier must always comply with the most demanding requirements, whether relevant applicable laws, the Human Rights Policy or this Code. Where local laws prohibit the supplier from upholding certain aspects of the Code or the Human Rights Policy, the supplier should comply with local laws while seeking to respect human rights.

Ethics

Tidyco Ltd is committed to apply fair, ethical and transparent business practices. We expect our suppliers to support, uphold and promote these practices within their own operations

Tidyco Ltd is committed to use raw materials of legal and sustainable origin and not to source 'conflict minerals' that contribute to financing armed conflicts and enabling human rights abuses.

Environmental stewardship:

Tidyco Ltd is committed to making its products more sustainable. To achieve this goal, Tidyco Ltd uses its expertise to develop cleaner processes and aims to minimise the impact on the environment. We seek to work with suppliers that are committed to the same objectives and follow best practices in environmental management, including energy and resource efficiency, biodiversity management, waste reduction and recycling. Tidyco Ltd requests its suppliers to maintain effective policies, processes and procedures to manage their environmental impact.

Documentation and monitoring

On request, we require our suppliers to:

- Complete the qualification questionnaire.
- Complete a self-assessment questionnaire based on this Code.
- Provide Tidyco Ltd or its representatives with copies of all relevant information, to co-operate and to use reasonable endeavours to ensure that their sub-contractors do the same.
- Demonstrate what efforts they are making to meet the requirements of the Code.
- Demonstrate what efforts they are making to have effective management systems in place to achieve the social, environmental and governance objectives to which they are committed.

- Be able to show progress overtime that they have policies and procedures in place to achieve these objectives and performance is measured and monitored over time.

The Code forms an integral part of Tidyco Ltd.'s supplier relationship management and evaluation procedure. We will take a risk-based approach in assessing suppliers' compliance with the requirements of this Code. Monitoring may take the form of self-assessments, site visits, and follow up on remediation plans.

Tidyco Ltd will work with its suppliers to address identified gaps. We reserve the right to disengage from suppliers that do not meet the requirements of this Code or who cannot provide or commit to an improvement plan.

Review

Tidyco Ltd will periodically review this Code and the implementation programme, with respect to its suitability and effectiveness.