

Policy:	Supplier Charter
Date:	November 2023
Version:	3
Category:	3 – Company Confidential



XERETEC SUPPLIER CHARTER

Principles

The Xeretec Group is committed to consistently delivering high quality and value to our customers whilst providing a service that meets the highest professional, ethical and business standards. Our aim is to achieve a supply chain that is diverse, open and transparent, world leading in standards, workplace ethics, data & cyber security, and environmental sustainability.

We are committed to using only those suppliers whose principals equate to our own. Therefore our suppliers are required to comply with all applicable laws and to meet the standards and principals set out across all areas of their business.

We expect our suppliers to share our values in the following areas:

Human Rights:

We believe Human Rights are basic rights, and that every individual should have the freedom to lead a dignified life, free from fear or need, and free to express independent beliefs.

Xeretec operates a zero tolerance on modern slavery in all its forms.

Our suppliers must never engage in any form of modern slavery including mental or physical coercion, or involuntary labour. Our suppliers must not engage or support the trafficking of individuals or engage in practices that deny children their basic right to development.

Diversity & Inclusion

Xeretec seeks to promote a culture that treats all individuals equally, fairly and with respect. We will not tolerate any form of discrimination, bullying, harassment or behaviour that is not compatible with our business ethics of fairness, equality, diversity and inclusion.

Xeretec recognises that our suppliers are a critical element of our success, and we are committed to working with suppliers who share our ethics and commitment to promoting a business culture and environment that are inclusive and free from unwanted and offensive behaviours.

Information Security:

Xeretec demands the highest standards of Information and Cyber Security across all its business dealings and operations.

We commit to working only with suppliers who can assure us of their own commitment to having established information security policies, procedures and controls in place.

Xeretec complies with all Data Protection laws and will work with suppliers to protect privacy and comply with relevant Data Protection and privacy laws.

Xeretec commits to respecting the Intellectual Property and Confidential Information of all our suppliers and trading partners.

Business Ethics and Code of Conduct:

Xeretec expects the highest standards of business ethics and conduct across all its operations. We will comply with all applicable laws and will not engage in any form of corruption, bribery, extortion or fraud for gainful purposes.

Xeretec expects its suppliers to comply with all applicable laws in a similar way.



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Environmental Sustainability and Responsibility:

Xeretec is committed to reducing its carbon footprint across its business operations. We will monitor and utilise resources mindfully and responsibly whilst delivering the highest standards of service in an environmentally sustainable manner.

Xeretec has undertaken to investigate all opportunities across its business operations to make a positive impact on environmental change.

We will only work with suppliers who aspire to reducing their carbon footprint and who have set themselves clear ES goals and targets. Our suppliers will have processes in place for assessing the impact of their operations on the environment, and will purchase only products that have been responsibly sourced.

Health & Safety

The Xeretec Group is committed to conducting all business activities in a manner that prevents the injury or ill health of its employees and others. Our suppliers must comply with all applicable health and safety laws and good practices, and aim to create a safe working environment for their employees and those connected with their business.

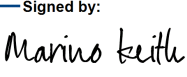
We expect all Xeretec suppliers and subcontractors (altogether referred to as "supplier(s)" to adopt and adhere to the principles set out in this Charter.

Xeretec expects its suppliers to apply the principles promoted in the Supplier Charter and to adopt a similar approach with their own partners.

Non-compliance with the principles of the Charter

In case of serious non-compliance with the principles of this Charter, the supplier shall report in writing to Xeretec within 1 week after discovery.

- Within 1 month after the reporting of the non-compliance, the supplier will provide us with an appropriate plan of corrective actions.
- After agreeing corrective actions, Xeretec will determine with the supplier an appropriate timeline to implement the action plan, with a deadline which will not exceed 3 months after the matter being reported.
- Any violation of the action plan, or serious delay in the execution of it, is likely to be deemed a breach of this Charter.

Signed on Behalf of Xeretec Group: _____
 Signed by: 
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Name & Position: Marino Keith Managing Director Date: 25/2/2025

Signed on Behalf of Supplier: _____

Name & Position: _____ Date: _____

