



Group PLC



Supplier Commitments



Supplier Commitments



Foreword

Dear Supplier, Introducing the Mears Group Supplier Commitments Document.

At Mears Group, we are committed to being a good corporate citizen in all our dealings with customers, colleagues, suppliers and in the communities where we work. To ensure a consistent approach throughout our supply chain, we expect our suppliers to have or adopt similar business principles to our own.

As a Mears Group supplier, you will be required to acknowledge the significance of social, environmental and ethical matters in your conduct, and to work towards improving your quality standards and performance in these areas. In short, we encourage and expect the adoption of responsible behaviour throughout your supply chain.

Above all, we expect you to be able to demonstrate compliance with all the UK, EU and international legislation that applies to your business operations from Modern Slavery, Anti-Bribery and Health, Safety & Wellbeing laws to product specific regulations.

The following 'Supplier Commitments' document sets out our minimum requirements in all areas. Our aim is to source products from the suppliers who can either meet these requirements, or demonstrate a commitment to improve on any unacceptable lower standards within a reasonable timescale.

It is your responsibility to make sure that all relevant staff within your organisation, and any sub-contractors or other third parties that work for us on your behalf, are aware of all the requirements set out in our Supplier Commitments document, and are adhering to them.

If you have any questions about our Supplier Commitments, please speak to your procurement contact in the first instance.

Yours faithfully

David Miles
Chief Executive Officer
Mears Group PLC

Our key business principles

Our vision is to make a positive difference to the communities we serve. We do this by improving homes, improving communities and improving lives. Our approach is based on the development of outstanding partnerships with colleagues, clients, suppliers, customers and the wider community. Everything we do is underpinned by our four values and five behaviours

The table below explains our approach and how this would be reflected in our relationship with you.

Our Values	Our approach	Our Expectations of Suppliers
 <p>Customer Focus</p>	<p>We value our customers and communities, putting the needs of our customers at the heart of everything we do. We are focused on creating value for our shareholders, colleagues and customers alike.</p>	<ul style="list-style-type: none"> ■ Commitment to quality ■ Commitment to improving the lives of customers and the communities we serve ■ Value for money
 <p>Team Work</p>	<p>We value teamwork, supporting each other, sharing ideas and never excluding others. We understand our success depends on building strong and trusted relationships. Together we work hard to deliver results and have some fun along the way.</p>	<ul style="list-style-type: none"> ■ Safe, well-maintained working environment ■ Competent, well-trained staff ■ Collaborative working environment ■ Positive, inclusive culture ■ Open and honest relationship with the Group ■ Robust recruitment and training programmes
 <p>Doing the right thing</p>	<p>We value personal responsibility, setting and achieving consistently high standards in our work and our conduct and never adopting a negative attitude – this is what makes us different.</p>	<ul style="list-style-type: none"> ■ Sustainable sourcing ■ Compliance with legislation ■ Robust health & safety policies and procedures ■ High ethical standards ■ Sustainable business operations ■ Delivery to specification ■ Commitment to social value
 <p>Innovation</p>	<p>We value innovation, being inventive in our approach and never allowing conventional thinking or bureaucracy to get in the way. We set high standards and aim to be that little bit better every day.</p>	<ul style="list-style-type: none"> ■ Innovative products ■ Commitment to improving product quality and performance ■ Best practice business processes and strong leadership

Supplier Commitments

At Mears we have four key social value priorities that we would like your support with:

Championing Local, Fair For All, Creating Chances and Happy Planet

We want to work collaboratively with responsible providers who share our values.



1. Happy Planet

The Mears Group is committed to making positive choices in our supply chain that will reduce our impact on the global environment. We understand the nature and scale of our impact and the importance of working with our supply chain partners to reduce it.

As a supplier, you commit to:

- Comply with all applicable environmental legislation in all areas of your operations and supply chain
- Manage the extraction of any natural materials with care and consideration for local communities and the environment
- Minimise the use of water and energy throughout your operation
- Reduce costs by manufacturing your products using the lowest achievable amount of natural resources and by selecting packaging that has a minimal impact on the environment
- Reduce waste by working towards making your products and packaging as recyclable as possible
- Reduce your carbon footprint
- Provide an Environmental Product Declaration (EPD) for any resource-intensive commodity materials and products you supply to us, such as cement, insulation, gypsum or timber



2. Fair for All

Mears Group is committed to reducing prejudice and improving understanding of differences of minority groups. We actively promote positive working conditions and practices throughout our supply chain.

As a supplier, you commit to:

- Actively promote and work to a Diversity & Inclusion policy
- Protect your workers from dangerous or harmful operations
- Make sure all workers involved in product manufacturer and supply are treated fairly and with respect for their human rights
- Meet or work towards meeting the principles of the Ethical Trade Initiative (ETI) Base Code
- Find positive steps to ensure that Modern Slavery has no place in your businesses or supply chain
- Conduct your operations in line with all applicable competition laws
- Prevent the use of, and not condone any corrupt activity, bribery or inducement with the aim of securing an improper or unfair business advantage
- Increase the number of female managers/senior managers in the business
- Improve the customer experience by increasing front line knowledge of minority groups



3. Creating Chances

Mears Group is committed to provide career, skills and employment opportunities to those people, within the communities we serve, who need extra help and support.

As a supplier, you commit to:

- Increasing the number of apprentices in your business and the conversion of apprentices in to full-time employment
- Increasing the number of female and disadvantaged minorities in your business (particular focus on trade)



4. Championing Local

Mears Group is committed to supporting the local economy and helping communities to thrive, become healthier and more vibrant and to support regeneration.

As a supplier, you commit to:

- Actively recruiting from the communities you serve
- Actively use locally based Social Enterprise and SMEs
- Working with the local communities to give something back and leave a lasting legacy

Quality Commitment

Along with supporting our four priorities, Mears Group expects all suppliers to ensure each product/service comply with all applicable legislation

As a supplier you commit to:

- Operate an effective Quality Management System (QMS).
- Only support products (including packaging) that are safe to handle and store.
- Only supply products that are fit for purpose, safe to use and meet our quality requirements.
- Notify us immediately of any products you supply to us that contain any substances of very high concern (SVHCs), explosives precursors or poisons.
- Take steps to replace any products that contain restricted substances or SVCHs with suitable alternatives.
- Ensure continuing product compliance by arranging regular product inspection and testing by approved laboratories.
- Work with us on our risk-based programme for product surveillance testing.

Further information and Guidelines

The supplier Commitments form part of your contract with Mears Group and apply both to suppliers of 'goods for resale' and 'goods not for resale'.

You will be sent a copy of the Supplier Commitments on a regular basis (usually every 2 years), with updated content where applicable.

It is your responsibility to prove to us that your organisation is one we want to do business with. You will be expected to articulate and evidence your business case for; responsible procurement, Social Value and Diversity and Inclusion, as well as proactively support our business case in these areas.

When we receive your business case, we will use it, along with 360 feedback, to generate a 'better business' rating for your company. Depending on the results, you may be required to provide further documentary evidence or undertake additional tasks to ensure compliance or mitigate risk.

Note that failure to submit your business case will, by default, result in your business being classified as a Critical Risk.

In the event that adequate evidence for compliance or risk mitigation cannot be provided or verified, we may need to carry out an audit on your supply chain. Alternately, and with our agreement, you may provide us with a recognised and accredited audit to demonstrate compliance and transparency.

It's important to us to create a better business as a result of doing the right thing and with this in mind, we want to let you know we are here to help enable you to succeed and grow.

We will be looking at creating our very own standard/accreditation and delivering regular supplier workshop/events across the country, to share best practice, keep everyone updated with the latest information/requirements and celebrate good practice.

You can find supporting guidance and additional information relating to all the Supplier Commitments on the Mears Group PLC website or by following this link: <http://www.mearsgroup.co.uk>

Together we can make a difference - **#betterbusiness**



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