



As outlined in our corporate Sustainability Policy, Fuss & O'Neill is committed to sustainability across our operations, including activities related to sourcing and procurement. Through this sustainable procurement policy, it is our intention to advance the sustainability of our operations by:



Upholding and adhering to the laws and regulations of the countries in which we operate.



Endorsing economic, social, ethical, and environmental practices that align with the United Nations Sustainable Development Goals (UN SDGs).



Identifying and moderating potential risks associated with our procurement process.



Communicating this policy to our internal and external stakeholders and promoting awareness of the policy with our suppliers.



Setting objectives and action plans in support of this policy.



Committing to annual progress reporting and seeking opportunities for improving our operations to support this policy and its goals.

Sustainable Procurement Policy

In accordance with our commitment to the UN SDGs, our procurement policy places expectations on our suppliers to strive for the same standards in their operations in the key areas of human rights; labor, ethics, and anti-corruption practices; and environmental protection. We reserve the right to terminate a supplier relationship if we determine that the supplier is not meeting the expectations in our Sustainable Purchasing Policy.

These expectations include, but are not limited to the following:

Human Rights and Labor:

- Comply with all applicable laws, in accordance with the principles of the UN Global Compact and the UN Universal Declaration of Human Rights.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment for all.
- Comply with all applicable health and safety laws and requirements for the protection of workers.
- Encourage increased participation of enterprise owners from traditionally underrepresented groups, in alignment with our Affirmative Action Policy and the Mission Statement of our Diversity, Equity and Belonging Committee.

Environment:

- Comply with all applicable environmental laws.
- Support and undertake actions that align with UN Sustainable Development Goals relative to the environment, including:
 - Reduction of greenhouse gas emissions
 - Responsible waste management and disposal
 - Water conservation
 - Conservation of non-renewable resources
- Prioritize the use of sustainable materials and waste minimization in operations, including packaging.

Ethics and Anti-corruption:

- Comply with all relevant international and domestic laws regarding ethical business practices.
- Demonstrate existence of procedures to prevent the following: money laundering; fraud, bribery, and corruption; conflicts of interest; and data security issues.