

Building Distribution Sector, UK and Ireland

Responsible Sourcing Policy 2016

This policy is applicable to all brands under the Building Distribution, UK and Ireland Sector, and for products that are sourced and managed through a Central Purchasing Team. Brands include Jewson, Gibbs and Dandy, Minster, Graham, Frazer, J P Corry, George Boyd, Neville Lumb, Normans and Priority Plumbing.

Introduction

Saint-Gobain Building Distribution Sector, UK and Ireland (SGBD) recognises the impact it could have on social, environmental and ethical issues. As a responsible company SGBD implements policies to reduce and mitigate negative and encourage positive impact. These are based on the three headings below and apply both to the SGBD brands and their suppliers.

Corporate Citizenship

Respect Employee Rights: SGBD and all its suppliers are required to comply with the legal rules and regulations applicable in their countries of operation and, in addition, the norms set out by the International Labour Organisation (ILO) concerning workers' rights.

In particular SGBD and its suppliers employ robust systems to minimise the risk of being involved, either directly or indirectly via their supply chains, with forced, mandatory, bonded, trafficked or child labour.

In addition SGBD are compliant with the requirements of the UK Modern Day Slavery Act. The company statement is available via the link below.

<http://www.saint-gobain.co.uk/media/18062/modern-slavery-act-statement-2016.pdf>

Respect Occupational Health and Safety: SGBD has in place a policy to identify and prevent risk affecting the health and safety of staff, customers and the communities surrounding their facilities. In addition, all employees are required to comply with applicable Health and Safety instructions when working on SGBD sites. SGBD expects its suppliers to demonstrate the same practices in their own businesses and supply chains.

Respect the Right to Development: SGBD guarantees its employees a decent standard of living, promotes diversity and participates in the development of the countries it works in. All suppliers to SGBD are required to demonstrate that they can comply with SGBD expectations within their own businesses and supply chains.

Commitment to the Environment

SGBD and all its suppliers must be compliant with all local, National and International legal requirements with respect to the environment. In addition they are required to implement policies to manage and improve manufacturing processes in order to limit the environmental impact through the lifecycle of the products supplied. SGBD especially focuses on reducing impact on ecosystems and biodiversity; optimising consumption of natural resources and energy; reducing emissions of greenhouse gasses, pollutants and volatile organic compounds and reducing waste – including developing recycling and closed loop solutions. SGBD actively promotes the sales of certified timber products and are members of the WWF Global Forest and Trade Network.

All raw materials, materials and components used in the manufacture and packaging of our products must be traceable.

Commitment to Legal Compliance

SGBD and its suppliers must carry out their activities in compliance with all applicable domestic and International legal standards. All products sold must comply with the National, European and International laws and regulations required by the country of distribution. SGBD and its suppliers must not be involved in any actions liable to distort or falsify free competition and must refrain from practices that would influence either directly or indirectly any SGBD employee with regards to a commercial relationship. All forms of passive or active corruption in both domestic and international transactions must be rejected.

Signed:  Martin Lake

Position: Group Category Director Saint- Gobain Building Distribution, UK and Ireland

Date: 15th September 2016

