



# SUSTAINABLE & RESPONSIBLE SOURCING

## COMMITMENT:

We are committed to sourcing products and services in a compliant, sustainable and socially conscious manner. We will work with our suppliers to ensure continuous improvements.

### Links to SDGs



SDG 12: We aim to ensure sustainable consumption and production patterns

### Behaviours



Sustainable and responsible sourcing ensures the long-term viability of our supply chain, supports the communities we operate in, and aligns with our commitment to minimising our environmental impact.

Suppliers are essential partners in our business operations – and their commitment to quality, innovation and ethical practices supports both our commercial success and our People and Planet agenda.

## Supplier engagement

This year we launched our new Supplier Relationship Management (SRM) programme, called SRM Connect. This framework offers the tools, governance, data and incentives needed to build strong, consistent and sustainable partnerships across all procurement spending areas globally.

The SRM Connect framework also provides us with an improved ability to communicate to suppliers the importance of our People and Planet agenda and align with them on our broader ESG objectives.

We have continued to engage with our suppliers via the CDP Supply Chain Programme to better understand our suppliers' operational emissions. This programme provides tools and frameworks to gather and analyse Scope 1, 2 and 3 emissions data directly from our suppliers. This approach allows us to more precisely assess the emissions profile of the entire supply chain.

## Sedex

We have opted to use Sedex (Supplier Ethical Data Exchange) to enhance supply chain visibility, assess risks and ensure compliance with legislation. We expect our partner suppliers to be registered with Sedex (or an equivalent platform) and to have initially completed a self-assessment questionnaire covering the following categories: Labour, Health & Safety, Environment, and Business Ethics.

We have implemented ethical trading risk assessments for our partner suppliers, covering over 60% of our supplier spend. We have established a risk-based approach to determine when suppliers need to undergo a Sedex Members Ethical Trade Audit (SMETA). Using the audit results, we will collaborate with our suppliers to minimise risks and enhance their overall ESG performance.

We will integrate the use of Sedex and SMETA audits into our procurement process, ensuring that suppliers adhere to ethical standards and sustainability practices. Supplier improvement plans will be developed and monitored to drive continuous improvement and foster long-term partnerships based on shared sustainability goals.

## Suppliers with science-based targets (SBTs)

Our supply chain team continues to support our wider ambitions to become a fully Net Zero emissions business by 2040.

During 2024, we achieved our target of ensuring that 50% of suppliers by spend within the Purchased Goods and Services category are committed to science-based targets.

### TARGET

50% of Purchased Goods and Services (PGS) suppliers by spend are committed to science-based targets by 2024

### METRIC

Percentage of suppliers in the PGS category by spend committed to science-based targets

Status: Achieved



### TARGET

50% of partner suppliers by spend have an ethical trading assessment via Sedex or equivalent by 2024

### METRIC

Percentage of partner suppliers by spend with an ethical trading assessment via Sedex or equivalent

Status: Achieved



### FY24 Performance

We achieved our target of 50% of suppliers by spend in the PGS category committed to science-based targets.

We exceeded our target for our partner suppliers by spend having an ethical trading assessment via Sedex or equivalent, with 86% at the end of FY24.