



Responsible Sourcing Policy

Our Purpose

Altro is committed to the responsible sourcing of its goods and services in all areas of its business activity. In our sourcing decisions, sustainability is always a key criteria in supplier selection. In our global operations and our product's lifecycle, it is our responsibility to minimise the impact on society and the environment. We are committed to achieving the highest possible ideals and conduct in our activities, embedding rigorous ethical, legal and professional standards in everything that we do.

This policy looks to also entrench our values within our internal and external stakeholders, in all aspects of sustainability, striving to balance short and long term interests and to make Environmental, Social and Governance (ESG) considerations integral to our decision making.

Scope

This Policy is applicable only to the operations of the Altro Floors and Walls businesses, in the area of both direct and indirect procurement activities. It sets out how we expect our suppliers to contribute to our sustainability objectives. To create a sustainable supply chain, we are committed to working in partnership with our suppliers. We will favour suppliers who have embedded sustainability into their business activities and within their own supply chain. At all times we will seek to engage with suppliers, to encourage continuous improvement in their sustainability performance.

Our ESG Values

Environmental: Our focus on “Sustainable Procurement” will consider all tiers of the product supply side. Our key focus will be on ethically sourced, circular and recyclable materials. Any services that we source will be assessed for delivery in the most environmentally friendly manner possible.

Social: Our expectation is that our suppliers are good “Corporate Citizens” in all its business operations, especially that it operates with respect and integrity with its workforce, enforces health and safety best practice, engages with its local community and its business partners

Governance: Our suppliers will ensure transparency in their operations and commit to comply to Altro's policies, international and local laws, regulations and directives.

The Global Sustainable Development Goals (GSSP)

Altro's GSSP is driven by the Sustainable Development Goals (SDGs), the world's to-do list to achieve a better, fair and more sustainable future for all.

Altro sees that, in particular, we have the ability to influence the following 11 SDGs



By focussing on these SDGs, we prioritise our actions and interventions where we can maximise our contribution whilst minimising negative impacts.

Compliance

As a minimum, suppliers must comply with the following Altro policies to avoid the possibility of contract termination:

- Supplier Code of Conduct
- Altro Sustainable Supply Chain Charter
- The Altro Group Zero Harm Policy

Strategic Pillars

In line with the Science Based Targets Initiative, Altro has committed to achieving Net Zero by 2050. We encourage our suppliers to set their own targets through the Science Based Targets initiative. Altro will provide support where required.

As the largest contribution to our carbon footprint is input materials, we cannot achieve our goals without our supplier's commitment. Therefore, in awarding business, we will prioritise and favour those suppliers who have clear ambitions which will contribute positively to our target. At the same time, we will assist those suppliers who are just beginning their journey of decarbonisation, in particular setting their own Science Based Targets.

The Supplier should take appropriate steps to ensure that the principles of this Code are communicated to their employees and throughout their own supply chains. The Supplier should also take appropriate steps to ensure that the principles of this Code are adopted and applied by their employees, suppliers, agents, and contractors to the extent that it is reasonable so to do.

Circular Economy

We are committed to making the most sustainable products that we can. For us to achieve this, we require our suppliers to support this improvement in every way possible, both through innovation and development by:

- Issuing Environmental Product Declarations (EPD)
- Reduce product embodied carbon
- Increase recycled, re-used and bio-based content
- Transparency in products, including any additives e.g. REACH, HPD etc
- End of life planning including recycling and re-use opportunities for finished products

Governance

Third party assessments

Altro have partnered with Ecovadis, an industry leader in ESG for business. Through this co-operation Altro will be able to transparently report on its development in all areas of sustainability. We will also be disclosing our sustainability data through CDP as well as other suitable third parties that align with our values and sustainability ambitions. We encourage our suppliers to do the same with a suitable industry recognised ratings agency.

Altro Limited Supplier Code of Conduct

This document emphasises Altro's expectations of its suppliers in all areas of Procurement ESG. It is approved and signed by the Board of Altro Limited and will be a fundamental element of supplier contracts.

Reporting

Altro has produced our first Sustainability Report in 2024 – this will be used to formally report our progress towards our Sustainability goals, as well as our collaborations and partnerships with our suppliers that support this.

Craig Edwards

Global Head of Procurement

Policies to be read in conjunction with this Policy:

Altro Limited Supplier Code of Conduct

Altro Sustainable Supply Chain Charter

Useful Links:

Sustainability Report: [Altro Sustainability Report June 2024.pdf](#)

Science based targets: [Ambitious corporate climate action - Science Based Targets Initiative](#)

UN Global Compact: [The Ten Principles | UN Global Compact](#)

CDP: [Home - CDP](#)

Ecovadis: [Home - ecovadis](#)



Altro Sustainable Supply Chain Charter

Altro's purpose is to transform spaces to enhance people's emotional and physical wellbeing. We do this by embedding sustainability into everything we do, focused on delivering impact across three key issues: Carbon, Corporate Social Responsibility and Circular Economy.

As our supplier, we will work with you to assess, monitor and improve your contribution towards the expectations of this Charter.

The level of engagement with you will be determined by the size and nature of your business and how you work with us. We expect all suppliers to support this Charter and adhere to its corresponding policy.

Carbon

Altro expects suppliers...

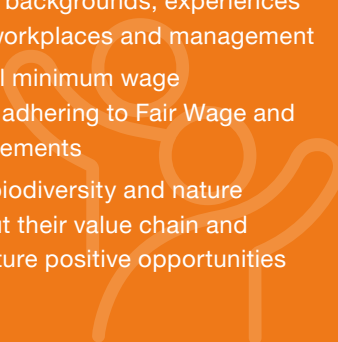
- To measure the carbon footprint of their products and operations and provide energy and carbon efficiency options
- To report progress towards Altro's net-zero target and set their own goals to minimize environmental impact of their business, products and services



Corporate Social Responsibility

Altro expects suppliers...

- To provide a culture of safety throughout their business, including being committed to the health, safety and wellbeing of their staff
- to demonstrate positive social impacts and responsible procurement practices, such as buying local, including a diverse supply chain, and supporting community engagement through recognized organizations involved in sustainability and diversity
- ...to ensure effective systems and procedures are in place to eliminate modern slavery
- ...to promote Diversity & Inclusion by embracing diverse backgrounds, experiences and skills in their workplaces and management
- ...to follow national minimum wage requirements, and adhering to Fair Wage and Living Wage requirements
- To minimise their biodiversity and nature impacts throughout their value chain and actively pursue nature positive opportunities where practicable.



Circular Economy

Altro expects suppliers...

- To understand the environmental impacts of their products and operations throughout the entire lifecycle and accordingly reduce
- Waste
- Water usage
- To ensure that their products are recyclable or reusable at end of life, or that they do not prohibit recycling of Altro products at their end of life
- To provide lower embodied carbon opportunities for key products
- To provide recycled, or increased recycled content product opportunities
- To provide Environmental Product Declarations for all Altro products

