



SECURITY | CLEANING | RECRUITMENT | TRAINING

KINGDOM

Service with **Care**

**GROUP SUSTAINABLE
PROCUREMENT POLICY**

Version: 01-01-25

Policy Owner: Compliance Centre

Introduction

At Kingdom Group, we are committed to embedding sustainability into everything we do. This Sustainable Procurement Policy outlines our dedication to:

- Complying with all UK laws and regulations.
- Promoting the highest standards of economic, social, ethical, and environmental responsibility.
- Proactively identifying and managing risks within our procurement process.
- Engaging with stakeholders, both internally and externally, to raise awareness and foster collaboration with our suppliers.

We expect our suppliers to align with these principles and uphold the same standards across their operations.

Our Expectations

Environment

Suppliers are required to:

- Comply with all applicable UK environmental laws.
- Actively contribute to environmental sustainability by:
 - Managing waste responsibly.
 - Reducing greenhouse gas emissions and other environmental pollutants.
 - Conserving non-renewable natural resources.

Business Ethics

Suppliers must:

- Adhere to all relevant international and domestic laws regarding ethical practices.

- Implement robust procedures to prevent:
 - Money laundering.
 - Fraud, bribery, and corruption.
 - Conflicts of interest.
 - Data security breaches.

Labour and Human Rights

Suppliers are expected to:

- Comply with all applicable labour laws and align with the principles of the International Labour Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights.
- Prohibit slavery, forced labour, bonded labour, and child labour across their supply chain.
- Foster a safe and inclusive work environment, free from unlawful discrimination and harassment.

Community Development

Suppliers should:

- Provide employees with a living wage at a minimum.
- Collaborate with local governments and communities to enhance educational, cultural, economic, and social development.

Continuous Improvement

Sustainability is a journey, and we value the contributions of our suppliers as we continuously strive to improve procurement performance. Together, we can achieve meaningful change.

Consequences of Non-Compliance

If a supplier is found to breach this policy, Kingdom Group may take the following actions:

- Terminate the business relationship immediately.



- Recommend a corrective action plan to address the breach. If corrective actions are not implemented within a specified timeframe, Kingdom will suspend future orders and terminate the business relationship.

By aligning with this policy, we ensure that our procurement processes not only meet today's needs but also safeguard the future for generations to come. Together, we deliver **Service With Care.**