

At AESSEAL® we are committed to creating a safe and sustainable world. We believe in operating in an ethical and sustainable manner, providing sealing solutions to our customers that improve reliability and help reduce energy and water consumption. We are committed to creating a sustainable supply chain that benefits the environment, society, and our business.

Goals	Approach	Commitment
Reducing our environmental impact by minimizing waste, energy use, and water use	Working with our suppliers to develop and implement sustainable practices.	We are committed to creating a sustainable supply chain that benefits the environment, society, and our business. We believe that this is the right thing to do, and it is also good for our business.  <b>When selecting suppliers and subcontractors we score our suppliers across metrics including on time delivery, quality, customer service, cost, sustainability and social governance. As well as this we will seek evidence that they can meet our requirements against the following 12 priorities for sustainable procurement.</b>
Improving social responsibility by ensuring that our suppliers treat their workers fairly and ethically.	Investing in research and development to develop new sustainable technologies.	
Building a resilient supply chain that is less vulnerable to disruptions.	Measuring our progress and reporting on our results.	



## Environment

**Environmental management:** Understand and reduce the negative impact your business has on the environment. Suppliers must identify and document significant environmental impacts and control measures.

**Carbon Footprint:** Reduce the amount of energy your business uses by choosing energy-efficient products and services. Work to calculate and reduce the carbon footprint of key products and materials.

**Resource efficiency and waste minimisation:** Use materials efficiently to conserve precious resources. Prefer products that can be reused, recycled, or transitioned to recycled and renewable materials whenever possible

**Responsible materials:** Use safer materials in products and processes when practical. Identify and secure supply chains for rare earth, conflict minerals, and metals. Only source products and materials ethically through credible standards.



## Social

**Diversity & Inclusion:** Recruit and hire people from all backgrounds, regardless of race, ethnicity, gender, sexual orientation, disability, or other factors. They should also create an inclusive workplace culture where everyone feels welcome and respected.

**Community:** Suppliers should be good neighbours. This means being involved in the community, listening to the concerns of local residents & considering the environmental and social impacts of their operations, and working to minimize those impacts.

**Wellbeing:** Prioritise wellbeing, providing staff with a safe and healthy work environment where they are well respected and valued.

**Development:** Hire from the local community and provide work experience and opportunities for apprentices, graduates, veterans, and those returning to the workforce.



## Governance

**Development:** Invest in research and development in technologies and processes that can improve your supply chain & become more sustainable. Engage with new businesses that bring new ideas and perspective.

**Ethical:** Be committed to ethical sourcing of all of products. Believing that it is important to treat suppliers and workers fairly, and to protect the environment.

**Fair:** Be committed to fair and ethical sourcing practices. Pay your suppliers on time and in full, and pay your workforce a fair wage that meets or exceeds local living standards. Engage with suppliers to ensure that they meet ethical standards, including the prohibition of child labor and forced labor.

**Supply Chain Diversity:** Source from a diverse range of suppliers, including small businesses, minority-owned businesses, and women-owned businesses.



C.J. Rea, Managing Director