



## **SUPPLIER RESPONSIBILITY POLICY**

### **1. Purpose**

This policy outlines our commitment to ensuring that our supply chain upholds high standards of environmental stewardship, ethical conduct, and social responsibility. As a responsible UK based company, we recognise our role in promoting sustainable practices and influencing positive change through our procurement decisions.

Here we set out our expectations for suppliers to actively manage and uphold these standards, not only within their own operations but also across their supply chains.

### **2. Scope**

This policy applies to all suppliers, contractors, and service providers engaged by Pangeotek and extends to their subcontractors and upstream suppliers.

### **3. Our Commitment**

We are committed to working with suppliers who:

- Comply with all applicable laws and regulations, including the UK Modern Slavery Act 2015 and relevant environmental legislation.
- Uphold human rights and fair labour practices, including safe working conditions, fair wages, and the prohibition of forced or child labour.
- Demonstrate environmental responsibility, such as reducing carbon emissions, minimising waste, and using sustainable materials where possible.
- Operate ethically, with transparency, integrity, and accountability in all business dealings.
- Uphold ethical business conduct, including anti-bribery, anti-corruption and transparent reporting practices.
- Cascade these standards to their own suppliers and subcontractors, ensuring alignment with this policy.

#### **4. Supplier Expectations**

We expect our suppliers to:

- Implement policies and practices that align with the principles outlined in this policy.
- Monitor and improve their environmental and social performance.
- Notify us of any breaches or risks related to ethical, social, or environmental standards.

#### **5. Due Diligence and Monitoring**

We will:

- Conduct periodic reviews of our supply base to assess compliance with this policy.
- Prioritise suppliers who demonstrate a proactive approach to sustainability
- Work collaboratively with suppliers to address any areas of concern.

#### **6. Continuous Improvement**

We are committed to reviewing and updating this policy regularly to reflect evolving best practices and legal requirements.



**Lee White**  
**Director/Principal Consultant**  
**Pangeotek Ltd**

**Last Reviewed 14<sup>th</sup> May 2026**