



## Ethical sourcing policy statement

FSSR will proactively work to ensure that all Goods, Works and Services it procures are sourced ethically. In compliance with EU and UK legislation, FSSR will conduct its procurement process in line with the Ethical Trading Initiative (ETI) Base Code.

This Policy applies to all Employees, agents and consultants working for FSSR. Employees who are engaged in Procurement Activities are required to familiarise themselves with the content of this Policy and the other related documents, (such as The FSSR Procurement Policy, The Procurement Procedures and Instructions) and comply with them.

### Policy Purpose

The Policy is designed to:

- a) Establish a common understanding of Ethical Sourcing within FSSR as a term referring to the responsibility FSSR accepts for the labour and human rights practices within its supply chain.
- b) Introduce the Ethical Trading Initiative (ETI) Base Code as a means of describing the operational standards Suppliers will be required to meet. FSSR will be using these provisions as a basis for contract conditions in upcoming tenders where ethical sourcing is a relevant consideration.
- c) Illustrate the importance of mapping supply chains and engaging with Suppliers on the subject of ethical sourcing.

### Guiding Principles

FSSR Ethical Sourcing Policy will be guided by five principles:

- 1) **Identify suitable applications of ethical sourcing considerations**  
Identify product categories and specific products and/or services where ethical sourcing considerations are relevant. Identify suitable contracts as they come up for letting or renewal.
- 2) **Improve labour conditions in the supply chain**  
Promote and improve the implementation of codes of practice which cover working conditions within the supply chain.
- 3) **Monitor working conditions**  
Ensure that, where contracts are to contain ethical sourcing provisions, FSSR Suppliers register with Sedex (or an equivalent) and, at FSSR request, conduct audits of their factories and sites, using a reputable auditor, and that the results are made available to FSSR.
- 4) **Engage with Suppliers**  
Initiate any remedial action required in a collaborative and non-punitive manner.
- 5) **Deliver Benefits within EU Law**  
Undertake all Procurement Activity in accordance with all applicable law including European Union (EU) law.

Signed: -

Dan Jones, Managing Director

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