



## Ethical and Sustainable Procurement Policy

Sycous are committed to ensuring that our fully supply chain is managed in a way that upholds human rights and fair working practices, alongside protecting the wider environment. This will be achieved through reasonable audits and engagement with our supply chain, ensure the aims of this policy are achieved. This policy makes an explicit commitment to support the development of adapting best practice, including the ETI Base Code.

This policy applies to all procurement activities of Sycous and all our employees.

### Our Policy

We will work to identify where specific products or services are relevant to the consideration of ethical and sustainable procurement and include the principles of this policy in our new and renewed agreements.

In line with our Living Wage accreditation and wider standards, we will work to improve working practices across our supply chain, including promoting the benefits of ethical working practices.

We will review and accredit suppliers in line with our Supplier Selection and Approval Policy, including their social, environmental and governance credentials, equally alongside commercial considerations.

We will monitor working conditions across our key supply chain and ensure all agreements allow requests to conduct audits of working locations and that the results are made available.

We will engage with our supply chain to undertake any remedial action required in a collaborative and nonpunitive manner.

We will work with approved suppliers and strive to select sustainable products and services, in line with our Environmental Policy.

Deliver benefits in a fair and transparent way, ensuring all procurement meets national law, local laws and delivers best value to Sycous and our clients.

### Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

A handwritten signature in black ink that reads "M. T. Hall".

Matthew Hall (Responsible Director)

Date

20th July 2025



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