

Ethical Purchasing and Sustainable Procurement Policy

Purpose

H Foster is committed to ethical purchasing and sustainable procurement practices to promote positive environmental and social impact across our supply chain.

This policy outlines our responsibilities with regards to purchasing activities throughout the organisation, along with measurable commitments, guided by the UN Sustainable Development Goals (SDGs).

We understand that these 17 interlinked goals address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice.

H Foster is committed to promoting ethical purchasing and sustainable procurement practices aligned with these SDGs.

Scope

This policy applies to suppliers associated with H Foster and should be enforced by those workers engaging in purchasing and procurement decision-making.

Policy Statement

H Foster 1875 is committed to sourcing products and services in a way that:

- Minimises environmental impact and resource use;
- Respects human rights, labour standards, and fair working conditions;
- Encourages ethical conduct throughout the supply chain;
- Supports local economies and responsible innovation.

Potential suppliers will be evaluated based on their commitment to ethical and sustainable practices. Suppliers who prioritise these matters will be given preference.

Ethical Purchasing

- Human Rights

H Foster 1875 will not tolerate any form of human rights violations within its supply chain and actively seeks suppliers who uphold human rights standards.

We will engage suppliers supporting ethical business practices, including fair pay and labour conditions, human rights protection, and responsible supply chain management.

Suppliers known to engage in unethical activities, such as child labour, forced labour, discrimination and environmental degradation will be avoided.

Fair Trade

The company is an associate member of the Roundtable on Sustainable Palm Oil (RSPO). Palm oil will be sourced solely from suppliers that are also a member.

Carnauba wax will be sourced solely from producers that have both signed the contracts with the Brazilian Ministry of Labour (TAC) and are members of the Union for Ethical Biotrade (UEBT) following the Initiative for Responsible Carnauba (IRC).

Sustainable Procurement

H Foster 1875 aims to source at least 80% of its products from a sustainable source and is committed to promoting traceability and transparency within the supply chain.

We actively engage with suppliers to foster innovation and continuous improvement in sustainable procurement practices. We will collaborate with suppliers to identify opportunities for improvement and innovation in ethical and sustainable procurement practices.

- Environmental Policies

The company looks to work with those who have an established Environmental Policy and who have implemented, or are planning to implement, an Environmental Management System (ISO 14001 or equivalent).

- Life Cycle Assessment

We consider the environmental impact of procured items throughout their life cycle and aim to engage suppliers who demonstrate a consideration to develop environmentally preferable goods and services, in terms of product production, delivery, installation and disposal.

The company will prioritise supplier options that have a lower carbon footprint, and those companies that demonstrate an aspiration to achieve Net Zero in line with United Nation recommendations, through targets for carbon emission reduction.

- Circular Economy

We encourage suppliers to minimise packaging waste and provide options for recycling or reusingmaterials.

Due Diligence and Risk Management

To identify, assess, and mitigate risks throughout the supply chain, H Foster 1875 have set the following targets and key performance indicators.

Focus Area	Target	Key Performance Indicator (KPI)
Supplier Assessments	100% of key suppliers assessed for ESG risks	% of key suppliers audited biennially
Supplier Assessments	100% of suppliers have undergone due diligence checks	% of suppliers due diligence checked annually
Certified Products	100% of Palm oil purchases to be from RSPO accredited suppliers	% of palm oil purchased RSPO certified
Code of Conduct	100% of key suppliers to receive and adhere to our Supplier Code of Conduct	% of sent Code of Conducts

Implementation and Monitoring

To support this policy we will

- Conduct biennial key supplier assessments and audits (if required) to ensure compliance.
- Conduct annual due diligence checks on suppliers.
- Require suppliers to provide relevant certifications and policies upon request.
- Provide information to staff on sustainable procurement practices
- Review and update this policy regularly to reflect best practices and regulatory changes

Non-compliant suppliers may face corrective actions or potential termination of the business relationship.

Document Control

This policy will be periodically reviewed to align with emerging best practice.

Any amendment to it and the date when the change will come into effect will be advised to employees under the usual mechanism for company policy updates.

Simon & Tom Eggar
Managing Directors, H Foster 1875 Ltd
Date: September 2026