



Ethical Sourcing Policy

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Version #	Issue Date	Initials
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Kube Networks Ltd are involved in the purchase of goods and services to support the delivery of our business activities. We aim to be responsible for delivering value to our clients, whilst observing purchasing practices that align with our corporate social responsibility aims and objectives. The purpose of this policy is to set out the Company's duties and responsibilities in upholding CSR policies throughout our supply chain and / or where our business has control or influence. We will disseminate this policy to our clients, suppliers and staff to ensure its effective implementation.

Data Integrity

We will ensure integrity in all our business transactions. We will be open, honest & fair in our communications and our dealings with business partners and other stakeholders affected by our activities and where necessary that of our supply chain. The company operate strict codes of conduct with regard to acceptance of bribery or gifts made in the in the course of our business.

Environmental Impact

The Company will undertake to consider, wherever practicable, the environmental performance and impact of goods and services when making purchasing decisions.

- We will seek to reduce waste and will do this through reviewing the amount & type of materials being used & specified and optimise opportunities for the use of recycled or reclaimed materials.
- We will seek to reduce our carbon footprint by sourcing goods / materials with low embodied carbon.
- We expect our suppliers to have an environmental policy and to operate in compliance with all applicable laws and regulations.
- We will ensure the specification of environmentally sustainable materials wherever technically & commercially feasible.

People

We expect our suppliers and sub-contractors to share our commitment to H&S by implementing robust policies and procedures that put the H&S of employees and others who could be affected by their activities at the heart of their operations.

- We are committed to the promotion of ethical working conditions including fair wage, working hours and equal opportunities.

- We will respect the principles of human rights, to treat employees with dignity and respect and to ensure that no child labour is employed.
- We will ensuring that the workforce employed on our sites have undertaken basic H&S training as outlined by the Company's training plan.

Procurement

We will support local procurement wherever technically and commercially feasible.

- Local procurement of goods, services and materials will be encouraged with a view to supporting local communities and reducing the overall carbon footprint of our activities.
- Where possible, we will maximise the benefits to the local community from our projects by working with local authorities and organisations to recruit local labour and source good and services from the local area.
- We will work with our clients and local agencies to find appropriate opportunities for skills, training & apprenticeships to promote career progression and to support local economic regeneration.
- Source material from approved and reputable suppliers and assure that no child labour is used at any stage in the production or fabrication of material to be supplied

Implementation & Review

In order to ensure adherence by our employees and supply chain to our ethical sourcing policy the following arrangements will be in place:

- Formal pre-qualification and ongoing monitoring of our supply chain by way of questionnaire and review of arrangements H&S and Environmental management arrangements in place. Where these are found to be lacking we will work with our supply chain to future compliance.
- The Company operate a system of approved and preferred suppliers and sub-contractors.

It is the responsibility of the person(s) in charge of Supplier Management to ensure that all aspects of this policy is communicated, understood and implemented at all levels in the organisation and our Suppliers and report any concerns to company Directors. It is periodically reviewed for its suitability and effectiveness by the senior management.