

Ethical Sourcing Policy

Introduction:

At Marble Building Products (Yorkshire) Ltd. we are committed to conducting our business with integrity, honesty, and fairness, both in our dealings with suppliers and customers. We recognise the importance of environmental responsibility and sustainability in our industry, which heavily relies on raw materials that can impact the environment. We are dedicated to protecting the planet for future generations. Our core values and principles encompass a strong commitment to health and safety, human rights, and ethical working conditions.

Our Commitments:

- 1. Integrity and Fairness:** We conduct our business with the highest standards of integrity, honesty, and fairness. We are committed to building and maintaining trust in all our business relationships, both with suppliers and customers.
- 2. Environmental Responsibility:** We acknowledge the environmental impact of our industry. We are dedicated to minimising our environmental footprint by implementing sustainable practices, reducing waste, and making responsible choices in material sourcing and manufacturing.
- 3. Health and Safety (H&S):** Our commitment to health and safety is unwavering. We prioritize the well-being and safety of our employees and all stakeholders involved in our supply chain.
- 4. Human Rights and Ethical Working Conditions:** We expect our suppliers and sub-contractors to share our commitment to ethical working conditions, including fair wages, safe working environments, and respect for workers' rights. We will not tolerate any form of forced labour, child labour, or discrimination.

Sourcing Practices:

- 5. Raw Material Sourcing:** We source a variety of materials, including marble, granite, limestone, quartz, ceramic/porcelain, and solid surfaces, from multiple countries. While the UK, Italy, Spain, and China serve as our primary sourcing locations, we understand that materials often come from various countries worldwide. We will ensure that our suppliers uphold ethical and sustainable practices in their global sourcing.
- 6. Suppliers' Commitment:** We require our suppliers to share our values and commitments to health and safety, ethical working conditions, and human rights, regardless of their location or the origin of the materials. We will engage in open and honest communication with our suppliers regarding our expectations.

Reporting and Accountability:

- 7. Transparency:** We will maintain transparency in our sourcing practices and regularly report on our progress in adhering to this ethical sourcing policy, acknowledging the diverse origins of our materials.

8. Consequences: Non-compliance with our ethical sourcing standards may result in corrective actions, including possible termination of the supplier relationship, regardless of the country of origin.

Fair Labour Practices:

9. Fair Wages: We aim to ensure that all workers involved in our supply chain receive fair wages and benefits in accordance with local labour laws and industry standards.

10. Safe Working Conditions: We expect our suppliers and customers to implement measures to guarantee the safety and well-being of their workers, including proper training, working environment and safety equipment.

11. Elimination of Forced and Child Labour: We support a zero-tolerance policy for forced labour and child labour and require suppliers and customers to adhere to these standards.

Environmental Impact and Sustainability:

12. Materials Sourcing: We promote the use of sustainable, eco-friendly materials and manufacturing processes and prioritise suppliers who can provide certifications for sustainable sourcing.

13. Energy Efficiency: We continuously look for new energy-efficient practices in our manufacturing processes and encourage suppliers to do the same to help reduce the impact on the environment.

Recycling:

14. Waste Reduction: We continuously look for new practices for reducing waste in our manufacturing processes and encourage the recycling of materials when possible. Our stone waste is recycled and used for hardcore in the construction industry.

15. Product Recycling: Where possible, we offer to recycle and reuse materials from old worktops to reduce the environmental impact.

Health and Safety (H&S):

16. Employee Health and Safety: We prioritise the health and safety of your employees and suppliers' employees, and enforce H&S regulations and guidelines. Our robust policies help ensure our employees' health and safety are at the heart of everything we do and they're implemented by our H&S manager and H&S consultants.

Responsible Mining:

17. Mining Practices: As the materials included in our products are often mined resources, we aim to ensure that they are sourced from mines that adhere to responsible and sustainable mining practices such as the "Responsible Mining Initiative."

18. Transparency: We promote transparency in our supply chain by ensuring that, where possible, the origin and sourcing of mined materials are well-documented and traceable.

Continuous Improvement:

19. Monitoring and Assessment: We will regularly assess our suppliers' practices to ensure they meet our ethical sourcing standards, regardless of the country of origin. This assessment may include on-site visits, audits, and communication with relevant stakeholders.

20. Education and Training: We are committed to educating and training our employees on the importance of ethical sourcing and environmental responsibility, and we expect our suppliers to do the same with their workforce, wherever they are located.

Supplier Conduct:

21. Supplier Conduct: We require all our suppliers to adhere to our ethical sourcing policy, which outlines our expectations regarding ethical and sustainable practices. This includes commitments to fair labour practices, environmental responsibility, health and safety, and responsible sourcing.

22. Adherence to Industry Standards: We ensure that our suppliers conform to recognised industry standards for ethical sourcing. These standards include but are not limited to fair labour practices, sustainable sourcing, and responsible mining, and may evolve as industry standards advance.

Supplier Selection:

23. Reputable Suppliers: We maintain relationships exclusively with well-known and reputable suppliers who have a track record of upholding high standards and ethical business practices.

Supplier Due Diligence:

24. Supply Chain Due Diligence: We expect our suppliers to conduct thorough due diligence checks throughout their supply chain to ensure the ethical sourcing of products and materials. This includes verifying the origin and practices of the raw materials and components used in our worktops.

25. Transparency: Suppliers should maintain transparency in their supply chain, providing us with information about the origin of materials and the steps taken to ensure ethical practices at each level of the supply chain.

26. Documentation: Suppliers are encouraged to maintain documentation that demonstrates their commitment to ethical sourcing, including records of due diligence checks, certifications, and audits.

Corrective Action Process:

27. Non-Compliance Identification: When a supplier is found to be in non-compliance with our ethical sourcing standards, the non-compliance is identified and documented.

28. Severity Assessment: The severity of the non-compliance is evaluated based on established criteria, which may include factors such as the impact on workers, environmental consequences, and the supplier's track record.

29. Communication: The supplier is promptly informed of the non-compliance issue and its severity, allowing them to provide their perspective and any remediation efforts they have initiated.

30. Corrective Action Plan: A corrective action plan is collaboratively developed with the supplier, taking into account the severity of the non-compliance. This plan outlines the specific steps to be taken to address and rectify the issue.

31. Timelines and Accountability: The plan clearly defines timelines for each action, assigns responsibility for implementation, and sets measurable targets for success.

32. Monitoring and Follow-up: Regular monitoring and follow-up are conducted to track progress in implementing the corrective actions and ensuring compliance with the plan.

33. Escalation: If a supplier fails to cooperate or make satisfactory progress in addressing the non-compliance, or if the non-compliance is deemed severe, further escalation steps are taken. This may include reconsidering the supplier relationship or involving appropriate regulatory authorities.

Internal and External Communication:

34. Internal Dissemination: We will internally share this ethical sourcing policy with all our staff through our HR system, ensuring that our employees are aware of and aligned with our commitment to ethical sourcing.

35. External Visibility: The policy will be made available on our company's website, providing transparency to our customers, suppliers, and other stakeholders, and affirming our dedication to ethical sourcing practices.

Continuous Improvement and Learning:

36. Commitment to Continuous Improvement: We are dedicated to continually enhancing our ethical sourcing practices. We recognise the importance of learning and growing in this area.

37. Supplier Introduction Checks: Before introducing any new supplier into our supply chain, we will carry out suitable checks to ensure they adhere to our ethical sourcing standards. These checks will include an evaluation of their practices, certifications, and commitments to ethical sourcing.

38. Robust Processes: We are committed to developing and maintaining robust processes that support ethical sourcing in our supply chain. These processes will include regular supplier assessments, audits, and ongoing communication with our partners to promote ethical practices.

Policy Review and Update:

39. Yearly Assessment: We are committed to conducting an annual review of this ethical sourcing policy. This assessment will include a comprehensive review of the policy's effectiveness and relevance.

40. Adjustments: Any necessary adjustments or updates to the policy will be made to ensure that it aligns with our evolving goals, industry standards, and legal requirements.

41. Stakeholder Engagement: We encourage feedback and input from our employees, suppliers, and other stakeholders during the review process to continuously improve our ethical sourcing practices.

Conclusion:

At Marble Building Products (Yorkshire) Ltd. our commitment to ethical sourcing is a reflection of our core values and principles, even as we source materials from around the world. We believe that by working together with our suppliers and partners globally, we can create a better future for our industry, our customers, and the environment. This ethical sourcing policy represents our dedication to conducting business with integrity, sustainability, and respect for all.