

Ines Garcia, Get Agile Sustainable Value Chain Policy

Statement of intent:

Get Agile mission is “Building a sustainable future by enabling our customers to have a positive and better impact on well-being, communities and planet through all that we do.”

Although delivering value to our customers is our primary concern there is also a social and environmental dimension to our work, through our relationships with suppliers and the local communities in which we operate. We are therefore committed to understanding and managing the environmental and social impacts of our operations, including the procurement of goods and services. Ensuring sustainability is embedded across every function, including procurement, is essential to our goal of making a sustainable contribution to society.

This policy explains how Get Agile will integrate environmental and social considerations into its procurement & client engagement policies and practices. We recognise that improving our value chain performance is an ongoing process and that our suppliers, both large and small, are important partners in our journey to become more sustainable.

Our aims and objectives are to:

- Minimise our environmental impact and deliver community benefits through better selection and improved usage of products and services;
- Foster innovation in our supply markets to increase the availability and effectiveness of sustainable solutions that meet our organisational requirements;
- Encourage our suppliers and customers to adopt practices that minimise their environmental impact and deliver community benefits in relation to their own operations and throughout the supply chains in which they operate;
- Work in partnership with suppliers and customers to achieve our common goals and continually improve performance over time;
- Support Get Agile Strategic Direction and other relevant sustainability policies.

Specific targets:

The UK government has identified climate change as a key policy priority in order that future generations are able to enjoy their natural environment. To realise this goal, the government has mandated several procurement policies which Get Agile, as a UK organisation, is willing to adopt. As a result, Get Agile will, in its purchasing decisions, give preference to:

1. Any product which meets the specifications listed in the latest governmental Quick Wins List.

2. Any supplier of a project involving raw materials who can provide evidence that the item is legal and sustainable. Evidence will only be accepted for suppliers that can prove their supply chain is certified.
3. Any product, service or supplier which can support the following objectives:
 - A reduction in Get Agile carbon emissions by 25% by 2025.
 - An increase in Get Agile energy efficiency p/m2 by 10% by 25% by 2030.
 - The reduction of Get Agile waste arisings by 25% by 2025.
 - An increase in Get Agile recycling figures to 25% by 2025 of their waste arisings.
 - A reduction in water consumption by 25% on Get Agile estate by 2025.

**baseline year 2019, working to SBT by 2030*

Supplier Code of Conduct

As the contracting organisation, we expect our suppliers to ensure their practices are supportive of our approach. We expect to purchase goods and services that have been produced or are delivered with minimum impact on the environment and with due regard for social issues such as employment conditions and welfare.

As a result, Get Agile reserves the right to refuse partnerships with organisations that do not achieve (or are unable to provide evidence of an action plan to address) the following minimum standards for their operations, employees and supply chain, in accordance with International Labour Organisation (ILO) conventions and other public sector commitments.

Disclosure Industries

Get Agile refuse to engage with potentially sensitive industries, practices & outcomes of companies which are involved in the production, operation, trade, or sale of (not limited to) Alcohol, Tobacco, Gambling, Firearms Weapons, Pornography, Payday / Short Term / High-Interest Lending, Fossil Fuels, Mining, Nuclear Power or Hazardous Materials, Prisons, Genetically Modified Organisms, Illegal Products or Subject to Phase Out, Industries at Risk of Human Rights Violations, or other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern.

Working Conditions

- **Freedom of Associative and Collective Bargaining (C87 & C98).**

As far as any relevant laws allow, all employees are free to form or join a Union, which pertains to the protection of the terms and conditions of the employment of employees, such as wages, hours of work, working conditions and grievance procedures.
- **Elimination of Forced and Compulsory Labour (C29 & C105).**

Forced, bonded or compulsory labour is not used and employees are free to leave their employment after reasonable notice. Employees are not required to lodge deposits of money or identity papers with their employer.

- **Elimination of Discrimination in Respect of Employment and Occupation (C100 & C111).**

Discrimination based on factors non-relevant to the terms of employment is prohibited. Examples of non-relevant attributes include race, religion, gender, sexual orientation, disability, ethnicity, height, weight and age.

- **Abolition of Child Labour (C138 & C182).**

Work undertaken by people of 16 years or under without consideration for their personal development, safety, education or health is prohibited. This will be supported by policies and programmes, which promote the development of any employed child. Placing children in employment deemed to be hazardous (in accordance with ILO definitions) shall not be tolerated.

Supplier Diversity

It is Get Agile policy to encourage a diverse range of suppliers to tender to provide services, materials or expertise and our aim is to give equal opportunities to suppliers owned by under-represented groups. This enables Get Agile to contribute to increased social inclusion, whilst tapping into alternative sources to define the needs of the countryside and the aspirations of currently under-represented groups.

Environment

Processes are in place to actively improve efficiency and reduce the consumption of which finite resources (such as energy, water, raw materials) are used and the release of harmful emissions to the environment associated with manufacture, use and end-of-life product management are minimised.

Get Agile Working Principles:

- Our main focus will be on supply markets which have the largest environmental/social impacts by virtue of the size of our expenditure (i.e. top 10) and/or sustainability risks (i.e. specific and identifiable environment and/or social impacts regardless of size of expenditure);
- We will ensure all key procurement & client decisions and actions are considered and determined in-house to ensure the most sustainable outcomes are achieved;
- Appropriate environmental and social requirements will be integrated into all value chain activities, e.g. pre-qualification, specification and evaluation stages.

- As far as possible, all tenders will be evaluated to take into account the environmental and/or social impacts of a particular product or service over its whole-life cycle, and appropriate supplier sustainability performance assessment criteria and weightings will be used.
 - We will adopt a pragmatic approach to encouraging and influencing our suppliers to improve their sustainability practices;
 - Whilst this policy applies to all Get Agile suppliers, we will strive to ensure that it does not place unnecessary and over burdensome requirements on small to medium enterprises (SME), putting them at a disadvantage in doing business with us.
 - As required, we will establish performance agreements with our key strategic suppliers and customers, monitor their progress over time, and provide them with regular and constructive feedback.
 - As far as possible, we will conduct our procurement & client activities to support and deliver community benefits (e.g. recruitment of the long-term unemployed, skills development), and will work in partnership with other organisations to achieve this.
- Accountability
- All Get Agile relevant members of staff have shared responsibility for integrating the provisions of this policy into their decision-making.
 - We will review this policy and associated procedures on an annual basis and involve our suppliers in this process;
 - We will verify, using external assessors, our performance against this policy whenever possible.
 - We will monitor and report where appropriate the environmental and social outcomes achieved from the application of our policy across our operations.

Ines Garcia
Chief Executive