



speira

# **Sustainable** Sourcing policy of Speira





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# Introduction

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At Speira<sup>1</sup>, we are committed to conducting our procurement operations through our supply chains in a manner that promotes sustainability across economic, social, and environmental dimensions. Through this Sustainable Procurement Policy, we outline our dedication to upholding the highest standards of ethical conduct, environmental stewardship, and social responsibility throughout our supply chain.

Therefore, this Policy is set as a guidance to all Speira employees that play a role in our supply chain management and contribute to achieving the targets we set towards our suppliers and stakeholders.

Speira's Suppliers and business partners shall review the principles indicated below and need to integrate the requirements and guidelines into their individual operations and value chains.



<sup>1</sup> "Speira" shall be understood as Speira BidCo II AS and its wholly owned subsidiaries as well as Speira Midco GmbH and its wholly owned subsidiaries.

# Principles

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## **Compliance**

We comply with applicable laws where we operate. If local laws conflict with the principles or standards included or otherwise referenced in this document, we seek to apply the highest possible principles or standards within the legal framework of the country concerned.

## **Standards**

We endorse the highest standards of economic, social, ethical, and environmental practices in our procurement processes, aiming to set a benchmark for responsible sourcing.

## **Risk Management**

We are committed to identifying, assessing, and mitigating risks associated with our procurement processes to minimize adverse impacts on society and the environment.

## **Stakeholder Engagement**

We will communicate this policy with all internal and external stakeholders, fostering awareness and collaboration to drive sustainable procurement practices.



Through our procurement policy, we aim to enhance our sustainability performance by integrating the following aspects into **key sourcing processes**:

### **RFI / RFQ (Request for Information / Request for Quotation)**

We will assess suppliers based not only on cost and quality but also on their sustainability practices, including environmental stewardship, social responsibility, and ethical sourcing.

### **Bidder Comparison**

Sustainability criteria will be included in the evaluation process when comparing bids from different suppliers, ensuring that we select partners who align with our sustainability goals.

### **Supplier Qualification**

Prior to engaging with suppliers, we will evaluate their sustainability credentials to ensure they meet our standards for responsible business practices.

### **Supplier Onboarding**

During the onboarding process, we will communicate our expectations regarding sustainability and provide resources to support suppliers in achieving compliance with our sustainability requirements.

### **Supplier Performance Measurement**

Sustainability metrics will be incorporated into supplier performance evaluations, allowing us to monitor progress over time and hold suppliers accountable for their sustainability performance.

### **Supplier Development**

We are committed to collaborating with our suppliers to enhance their sustainability practices through training, support, and collaboration on initiatives aimed at continuous improvement. By embedding sustainability into our sourcing processes, we aim to not only mitigate environmental and social risks but also create long-term value for our stakeholders and contribute to a more sustainable future.



# Expectations towards Suppliers

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We expect our suppliers to adhere to similar standards of sustainability and ethical conduct. This includes, but is not limited to, integrating sustainability aspects into their key sourcing processes and participating in regular trainings and audits to ensure compliance and continuous improvement.



# Key Sustainability Aspects

## Environmental (E)

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### **Biodiversity**

We encourage suppliers to consider biodiversity conservation in their operations and supply chain activities.

### **Water & Waste Management**

Suppliers should implement efficient water usage and waste management practices to minimize environmental impact.

### **Energy Efficiency**

Suppliers are encouraged to enhance energy efficiency and explore renewable energy sources.

### **Circularity and Recycling**

We support suppliers in promoting circular economy principles and implementing effective recycling programs.

### **Emissions Reduction**

Suppliers should strive to reduce emissions and minimize the carbon footprint of their products and operations.

### **Resource Conservation**

Responsible use of resources, including raw materials and natural resources, is expected from our suppliers.



# Key Sustainability

## Aspects

### Social (S)

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#### Human Rights

Suppliers must respect and protect human rights principles in all aspects of their operations and supply chain.

#### Labor Practices

We expect suppliers to adhere to fair labor practices, including the prohibition of child labor and ensuring safe working conditions.

#### Diversity and Inclusion

Suppliers should promote diversity, equity, and inclusion within their workforce and business practices.

#### Gender Equality

We support suppliers in promoting gender equality and creating opportunities for women in the workplace.

#### Cultural Diversity

Suppliers should respect and protect cultural diversity, including the rights of indigenous peoples.





# Key Sustainability

## Aspects

### Governance (G)

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#### **Business Integrity**

Suppliers must demonstrate integrity and ethical conduct in all business dealings.

#### **Anti-Bribery & Corruption**

We expect suppliers to have robust anti-bribery and corruption measures in place.

#### **Compliance**

Suppliers must adhere to supply chain legislations and regulations relevant to their operations.



# Key Sustainability Aspects

## Transparency

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We are committed to transparency and accountability in our procurement practices. We will regularly report on our sustainability performance in accordance with legal requirements, including the Corporate Sustainability Reporting Directive and other applicable regulations.



# Key Sustainability Aspects

## Continuous Improvement

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We welcome feedback and suggestions for improvement from all stakeholders to continuously enhance our sustainability standards and practices. Our procurement employees, sustainability committee and management board, will oversee the implementation of this policy and monitor progress towards our sustainability goals and KPIs.

# Key Sustainability Aspects

## Conclusion

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At Speira GmbH, sustainability is at the core of our supply chain philosophy. By integrating environmental, social, and governance considerations into our sourcing processes, we create long-term value for our stakeholders while minimizing our environmental footprint and promoting social responsibility across our supply chain.



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Einar Glomnes, Chief Executive Officer

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