

ETHICAL AND SUSTAINABILITY POLICY STATEMENT



This document sets out the AM1 Projects approach to ethical sourcing and acts as guidance for internal buyers and specifiers, and for current and prospective suppliers and subcontractors.

The key responsibility of AM1 Projects is to develop and maintain an economically sound and prosperous business. AM1 Projects assumes its responsibilities towards the communities and environments in which we operate, towards our employees, business partners and society in general.

Suppliers and subcontractors must undertake to act in accordance with this policy in the performance of any agreement. This undertaking shall also include their subsidiaries or sub-contractors. This means that all products and services supplied must have been produced in compliance with all applicable laws and regulations through the entire supply chain.

AM1 Projects policy is to seek to purchase goods and services which:

Are produced and delivered under conditions that do not abuse or exploit any persons or the environment. These considerations will form part of the evaluation and selection criteria for all goods and services purchased by AM1 Projects.

Employment is freely chosen

- Freedom of association and the right to collective bargaining are respected
- Workers have the right to join or form trade unions of their own choosing and to bargain collectively.

Working conditions are safe

- A safe and hygienic working environment shall be provided, bearing in mind the knowledge of the industry and of any specific hazards.
- Adequate steps shall be taken to prevent accidents and injury to health occurring in the course of work by minimising the causes of hazards in the working environment.
- Workers shall receive regular and recorded health and safety training and training shall be made available for new workers.

Modern Slavery shall not be tolerated

- There shall be no recruitment or use of child labour.
- There shall be no forced or compulsory labour put upon employees.
- Agencies shall be selected through an approved suppliers list.

Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmarks, whichever is higher.
- Wages should always be high enough to meet basic needs and to provide some discretionary income.

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Working hours are not excessive

- Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

No discrimination is practiced

- There is no discrimination is practised in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

No inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Reduce, Reuse and Recycle

- Take all economically viable measures to reduce waste, re-use and re-cycle materials, travel and energy usage at all opportunities.

Promote the use of sustainable materials and solutions

- Continuously promote the use of sustainable alternatives to existing products and services.

Monitoring and Action Plans

- Monitor the carbon footprint and Co2 usage throughout the supply chain, creating action plans to drive forwards improvement strategies.

Mandatory use of FSC / PEFC Timber

- Only FSC / PEFC certified timber must be used within the supply chain.

AM1 Projects expects all staff and subcontracts to strictly adhere to this policy.

A handwritten signature in black ink, appearing to read "DM", positioned above the name and title of the signatory.

Daniel Mardell
HSQE Director

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