

Ethical Sourcing Policy



Introduction

RHG Consult Ltd (RHG) is a Certified B Corporation and as such is committed to maintaining the highest standards of ethical conduct in all aspects of its operations, including the sourcing of goods and services. This policy outlines RHG's approach to ensuring that all suppliers and partners adhere to fair, responsible, and sustainable practices.

The Ethical Sourcing policy should be read in conjunction with RHG's:

- Staff Handbook
- Whistle Blowing and Confidential Reporting policy

Commitment to Ethical Sourcing

RHG's aim is to ensure that our products and services are sourced ethically, without abuse or exploitation of any person, and in a manner that promotes positive social, economic and environmental impact.

As a minimum, we expect our suppliers to comply with the laws of the countries in which they conduct business, as well as meet or exceed the standards set by the Ethical Trading Initiative (ETI). The ETI Base Code has the following principles:

- No-one should be forced to work
- Workers are free to join and form trade unions and bargain with management
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

We also expect our suppliers to:

- **Respect Human Rights:** Treat all workers with dignity and fairness, ensuring safe working conditions, fair wages, and no forced, bonded, or child labour.
- **Environmental Responsibility:** Minimise environmental impact by adhering to applicable environmental regulations and adopting sustainable practices where possible.

- **Fair Trade Practices:** Comply with local laws, avoid corrupt practices, and promote fair trade and transparency in all transactions.
- **Diversity and Inclusion:** Promote diversity in hiring, offering equal opportunities regardless of gender, race, ethnicity, or other protected characteristics.

Supply Chain Transparency

RHG will work closely with our suppliers to ensure that they maintain transparent and traceable supply chains. We reserve the right to conduct audits and assessments to verify compliance with this policy and to collaborate with suppliers on improvement actions when necessary.

Continuous Improvement

We are committed to continuous improvement in ethical sourcing and will regularly review our sourcing practices and supplier relationships to ensure they reflect evolving ethical, environmental, and social standards.

Reporting and Accountability

RHG encourages employees, partners, and stakeholders to report any concerns regarding unethical sourcing practices. Reports will be handled confidentially, and all concerns will be investigated promptly.

Signed:



Name:

Lee Patterson

Position:

Managing Director

Date:

29/10/2024

Date of next review:

28/10/2025