

C&G Power Services Sustainability Supply Chain Charter

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Introduction

C&G Power Services have put together and endorsed a Sustainability Supply Charter which outlines a set of key principles and behaviours we ask both our employees and supply chain to live by and to reflect through their work with us.

The document supports our C&G Power Services Code of Conduct CG-POL-016.

We understand that different sections of this charter will be more relevant than others, dependant on the nature and size of the supplier. By committing to this charter, our suppliers agree to respect these principles, work collaboratively with us to successfully implement them, and collectively achieve a positive goal.

Expectation

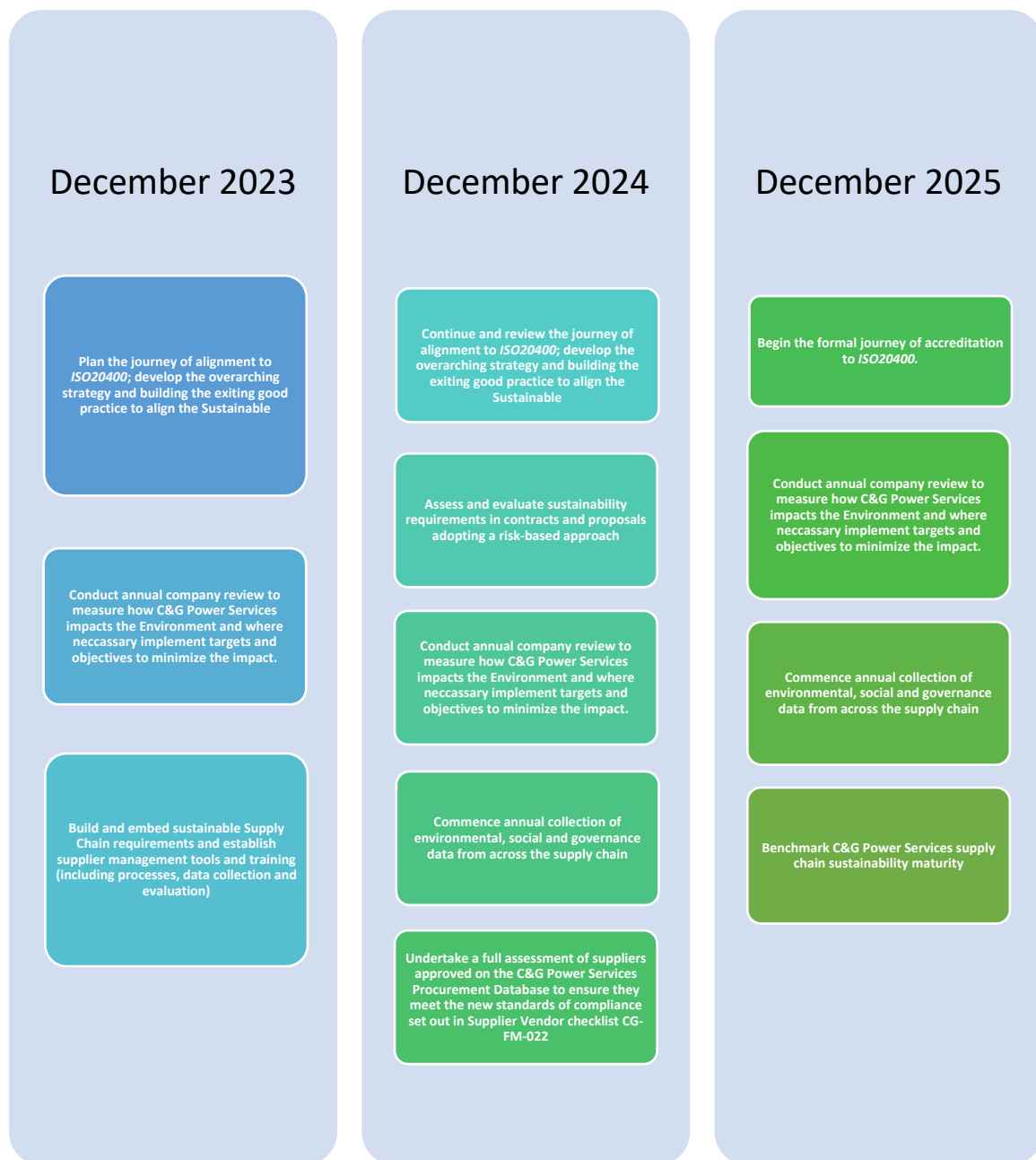
It is the ultimate objective of C&G Power Services to work with organisations who respect our principles and share our passion for socially purposeful standards of working. These principles are relevant to all companies within our supply chain who provide us with goods/services, subcontractors, and their employees.

We ask you to demonstrate your commitment to these principles by completing our C&G Power Services Supply Chain Charter questionnaire which is included within our new supplier questionnaire form CG-FM-21 which feeds into the C&G Power Services Procurement Database for approved suppliers.

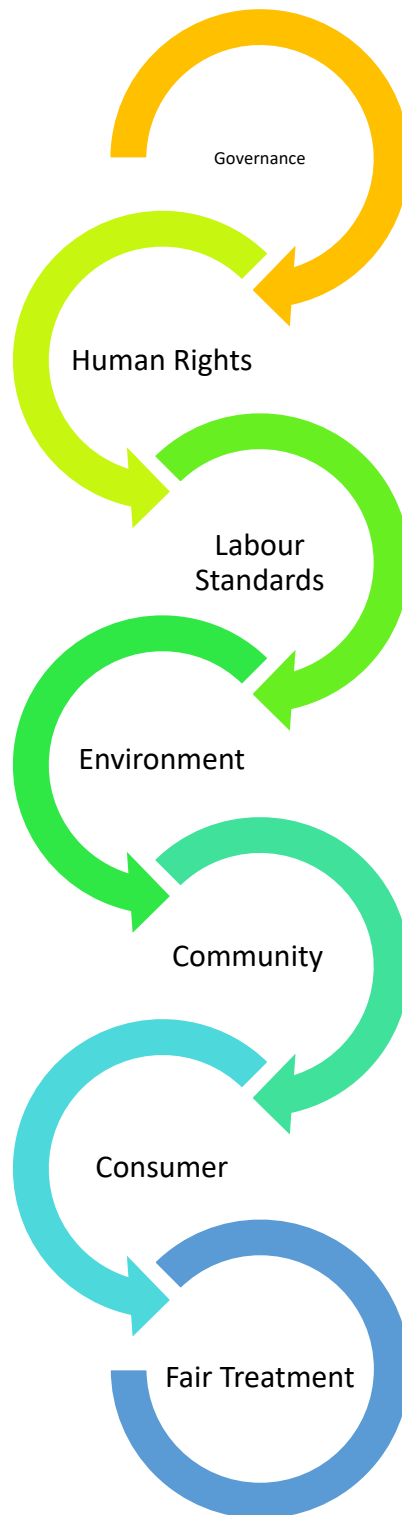
C&G Sustainable Supply Chain Objectives

We understand as a rapidly growing company which is still in its infancy the importance of implementing a strong infrastructure and management system to allow us and our supply chain to achieve our key business strategy.

To that end we have endorsed the following key sustainable supply chain objectives along with review timescales which feed directly into the C&G Business Strategy:



C&G Sustainable Supply Chain Commitments



Commitment	Objective
Governance	<p>We will implement ethical procurement processes. The C&G procurement process will embrace the 7 sustainable procurement pillars within ISO 20400, managing and mitigating the risks and impacts. We will embed control measures to mitigate risks and will create and build strong collaborative business relationships with our supply chain.</p> <p>We expect our supply chain to respect and commit to our C&G Power Services Charter and Code of Business conduct. As well as this, we expect our supply chain to adhere to and ideally formally accredited to ISO standards for Health & Safety, Quality and Environmental Management Systems.</p>
Human Rights	<p>We actively review human rights issues through the adoption of due diligence, and in our practices, assess the risks to human rights.</p> <p>We have developed an approach to avoid complicity, resolve grievances, assess likely occurrence of discrimination, and impacts on vulnerable groups. This will include the review of civil political rights, economic, social, and cultural rights, fundamental principles, and rights at work.</p> <p>Suppliers should support the principles of the Universal Declaration of Human Rights. They must avoid association with equipment or practices which violate these rights.</p> <p>Suppliers should ensure prohibition of harassment and abusive behaviour.</p> <p>Suppliers are required to work in compliance with the C&G Power Services Labour Standards and Human Rights Policy CG-POL-008.</p>
Labour Standards	<p>C&G Power Services has a zero tolerance to forced labour and violations of human rights.</p> <p>Our suppliers must not use forced, bonded or compulsory labour and employees must be free to leave their employment after reasonable notice. Employees must not be required to lodge deposits, money, or papers with their employer.</p> <p>We expect our supplier to be accountable if failing to meet company standards regarding forced labour, modern slavery, and human trafficking.</p> <p>C&G Power Services is proud to be accredited as a Living Wage Employer and we expect the same standard within our supply chain. This achievement shows how committed we are to ensuring our employees feel valued and appreciated.</p> <p>Suppliers are required to work in compliance with the C&G Power Services Labour Standards and Human Rights Policy CG-POL-008.</p>

Environment	<p>We will ensure through our actions, protection of the environment, which will include the prevention of pollution, inclusion of sustainable resources, climate change mitigation and adaption, protection of biodiversity and restoration of natural habitats.</p> <p>Our suppliers must set out how they minimize their impact on the environment.</p>
Community	<p>C&G Power Services is committed to ensuring communities are not negatively impacted as a result of works conducted by us as a business. We expect the same level of commitment and respect from our supply chain.</p> <p>We encourage suppliers to make positive contributions to the communities they impact, by providing local employment, schools engagement and engaging in volunteering activities.</p> <p>C&G Power Services has a robust Social Value plan which we actively share within our supply chain to encourage collaboration to better serve the communities we work within.</p>
Consumer	<p>C&G Power Services require our suppliers to positively embrace fair marketing, factual and unbiased information, fair contractual practices, in the protection of consumers health and safety, sustainable consumption and consumer service and support.</p> <p>This includes transparent processes for making complaints, dispute resolution, consumer data protection and privacy, access to essential services, education and awareness.</p>
Fair Treatment	<p>C&G Power Services is passionate about ensuring our workplace is a space where everyone can grow and develop, regardless of background, age, race, national origin, gender, sexual orientation, marital status, religion, or disability.</p> <p>We want our team to feel they can be themselves in a fair and inclusive workplace that is free from discrimination, bullying or harassment.</p> <p>We expect the same level of respect from our suppliers towards those they employ directly or indirectly and encourage suppliers to outline how this is achieved through a written policy.</p>

Guidance

C&G Power Services have worked hard to further improve our management systems and adapt external support and guidance which have helped us along the way.

- Disability Confident Employer – *We have been awarded a Disability confident employer and keen to ensure our workplace is a safe, comfortable, and supportive space for everyone to do their best and thrive.*



- Supply Chain School – *We are registered members of the Sustainability Supply Chain School which we are using to increase our teams' skills, knowledge and engagement of Environment and Sustainability in the workplace. This important knowledge and networking is supporting our business to further develop our systems.*



- Living Wage – *We have been accredited as a living wage employer which shows our company commitment to ensuring our employees feel valued and appreciated for the hard work and dedication they put into our company.*



- Armed Forces Covenant – *We are a registered employer for The Armed Forces Covenant and as such demonstrated our support with a pledge of our company intentions which have been embedded into our company strategy and policies.*

