



JBS Sustainable Procurement Policy: 8 Principles

JBS Group Sustainable Procurement Policy follows ISO 20400:2017 by integrating sustainability into our procurement processes.

These following 8 core principles are designed to make sustainable procurement decisions that balance environmental, social, and economic considerations:

1. Accountability

JBS, and our suppliers, must be accountable for our impact on society, the economy, and the environment. We are accountable for our contributions to sustainable development goals. (UN SDG Goals 1,2,5,8,10,11,12, 13,16)

2. Transparency

Transparency involves open and clear communication about procurement policies, processes, and decisions, including the criteria for selection and supplier performance. This principle encourages JBS to be open about our practices; we engage our suppliers in dialogue about sustainable procurement.

3. Ethical Behaviour

This principle emphasizes the importance of fairness, integrity, and respect for people and the environment in all procurement activities. Ethical behaviour in procurement includes avoiding corruption and conflicts of interest, ensuring privacy and confidentiality where required, and respecting the rights of all stakeholders.

4. Respect for Stakeholder Interests

JBS considers the interests of all stakeholders affected by our procurement activities. This includes not just JBS and its suppliers, but also communities, consumers, and other parties impacted by our procurement decisions.

5. Respect for the Rule of Law

Compliance with all applicable laws and regulations is a fundamental principle of JBS sustainable procurement. We insist on compliance with laws relating to environmental protection, labour rights, health and safety, and fair competition.

6. Respect for International Norms of Behaviour

JBS respects international standards / norms concerning sustainability, even in countries where the law is less stringent. This includes adherence to principles and standards set by international bodies such as the United Nations and the International Labour Organization.

7. Respect for Human Rights

JBS ensures that our procurement practices do not violate human rights. This includes respecting the rights of workers, communities, and consumers, and avoiding any involvement in abuses such as child labour, forced labour, and discrimination.

8. Integrating Sustainability

Sustainability should be integrated throughout the procurement process: from product planning and sourcing, to contract management and finally to product disposal. This involves considering the environmental, social, and economic impacts of procurement decisions at every stage.

These 8 principles are our foundation for sustainable procurement, guiding JBS & our suppliers to make our future more sustainable. By adhering to these principles, JBS will manage risks, enhance our reputation, comply with regulations, and contribute to the well-being of the environment, society, and the economy.

JBS Group Sustainable Procurement Policy: we are committed to Sourcing product in a sustainable manner, from ethical suppliers.

JBS strives to ‘do the right thing’ for our clients, our people and communities. For JBS to have a positive and sustainable impact, we need our suppliers’ consistent and full support, aligned to our direction of travel. This JBS Sustainable Procurement Policy is our internal reminder of the values to which we hold our Suppliers accountable (as outlined in the JBS Supplier Code of Conduct) and as measured in the annual JBS Supplier Assessment Form.

We outline our values below and our expectations of our suppliers:

- **Compliance**

JBS Group will comply with applicable regulations (Eg BS/EN product standards, environmental standards). Compliance to standards is a key factor in the selection of our suppliers.

JBS will only source safety equipment that fully complies with the relevant BS/EN standards and regulations relating to those products. Where appropriate, JBS Group will maintain up-to-date Technical Files to ensure that regulatory compliance information can be supplied upon request. Where products are sourced from external organisations which hold technical files relating to the products being offered, JBS Group will request confirmation that these files are current, complete, contain appropriate conformity assessment information and, where relevant, regulatory compliance certificates. We will take the necessary steps to confirm the validity of the compliance documentation held by external suppliers in respect of the products being sourced.

JBS favours the EU Ecolabel (or ‘flower’ label) on products we source – as indicative of the product sustainability.



- **Risk Reduction, Prevention and Resource Management**

JBS Group will seek opportunities (beyond compliance requirements) for reducing risk to the environment. We will implement processes to comply with **ISO 9001:2015** (Quality), **ISO 14001:2015** (Environmental), **ISO 45001:2018** (Health & safety). We are working towards **ISO 27001:2005** (Information Security) and **ISO 26000** Social Responsibility standards. Since 2024, JBS follows **ISO**

20400 (Sustainable Procurement) guidance - to ensure we have a strong sustainability ethos within our procurement.

JBS Group seeks to prevent conditions that pose a threat to the environment. **We will progressively eliminate health and safety hazards and reduce risks.** We expect our suppliers to act similarly. We expect our suppliers to protect employees from injury and ill health; we expect that the areas in which our suppliers operate are clean, with safe working conditions and technology; that they are prepared for emergencies; that they are committed to satisfying customer needs by offering a high-quality service, at all times.

We expect our suppliers to minimise releases to air, land, or water through tight control of waste. We expect our suppliers to measure *and publicly report their incremental annual reductions in CO2e emissions.*

JBS procurement staff will avoid products that can reasonably be expected to harm the environment – either during their manufacture, use or end of life disposal.

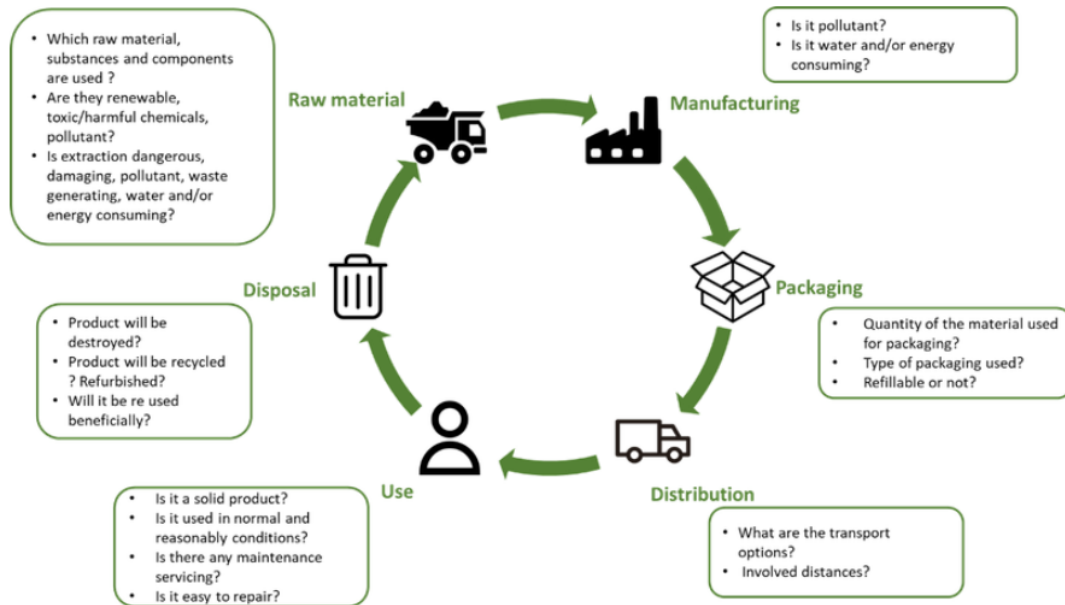
▪ Values

The **JBS Supplier Assessment Form** shows our values and the areas where we expect our suppliers to show their ethical, sustainable procedures. JBS recognises that most of JBS CO2e emissions (Scope 3) are incurred by our suppliers - so we need to encourage them to reduce their CO2e emissions. Our values (as summarised below) are most relevant to:

- JBS Procurement,
- JBS Suppliers,
- JBS clients.

Specifically,

- 1) JBS encourages suppliers to develop a **proactive approach to sustainability**; to have in place a plan and **target to reduce their net CO2e emissions significantly to net Zero by 2030**; and to deliver more-sustainable products.
- 2) JBS influences suppliers to **achieve zero H&S Incidents annually**
- 3) JBS identifies, reviews and mitigates the sustainability risk and impacts of the goods we procure.
- 4) JBS looks to measure & **minimise the use of energy & natural resources**; we ensure that as much as possible/all of our energy is renewable.
- 5) JBS considers & measures the **whole-life CO2e costs** prior to purchase (as per pictogram below)
- 6) JBS uses and disposes of goods in an environmentally-responsible way (reducing, substituting, reusing and proper, fibre-to-fibre, recycling).
- 7) JBS's overarching value is to act ethically.



▪ **Communicating our Commitment to Sustainable Sourcing**

JBS Group communicates its commitment to Sustainable Sourcing to our suppliers. JBS alerts our suppliers, that *“If a supplier should fall short of the CSR standards required by JBS, especially in terms of ethics & environmental protection, then JBS reserves the right to immediately cease the business relationship”*

▪ **Continuous Improvement**

JBS Group measures Supplier progress periodically, using

- 1) **JBS Annual Supplier Assessment Form**
- and
- 2) **JBS Vendor Rating System Report.**

We seek opportunities to improve awareness and raise the standard of supplier commitment to both their employees and the environment.

Signed _____

Grattan Boylan, Chair, JBS Group, Feb 2024

JBS Group consists of (and this document applies to): James Boylan Safety Ltd, James Boylan safety (Ni) Ltd, Anderco Safety (Irl) Ltd., Anderco Safety (UK) Ltd. and Romar Innovate Ltd

Relevant related documents:

- JBS Supplier Code of Conduct Policy
- JBS Annual Supplier Assessment Form
- JBS Vendor Rating System Report
- JBS ISO20400 Sustainable Procurement Checklist
- JBS Self-Assessment results for ISO 20400 Sustainable Procurement

	JBS Sustainable Procurement Goals:	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
1	JBS sustainable product alternatives:	0%	5%	9%	14%	18%	23%	27%	32%	36%	41%	45%	50%
2	% of JBS Suppliers committing to comply with JBS Supplier Code of	30%	45%	60%	66%	73%	79%	85%	92%	98%	100%	100%	100%
3	JBS Suppliers' completing annual JBS Supplier Self Assessments:	0%	0%	9%	40%	49%	58%	67%	85%	94%	100%	100%	100%
4	JBS Suppliers declaring CO2e neutrality date:	0%	9%	18%		17%	45%	54%	63%	72%	81%	90%	100%
5	JBS reduced use of limited resources (Metric tonnes)	5000	5000	5000	4,818	4,636	4,455	4,273	4,091	3,909	3,727	3,545	3000
6	JBS % Landfill waste reduction	0%	8%	65%	80%	85%	86%	87%	88%	89%	90%	91%	92%
7	JBS 'Take Back' fibre-to-fibre recycling scheme (tonnage)	-	-	-	-	-	0.27	0.55	0.82	1.09	1.36	1.64	3.00
8	JBS Employee Training (including sustainability) Hours per employee pa:	5	6	4	3	8	10	11	12	12	12	12	12