

## Introduction and Objectives

Nationwide Hygiene Group is committed to conducting its business in a responsible way and to continually improving its sustainable approach.

The objectives of this Policy are to:

- Set principal guidelines and a base for associated policies
- Deliver sustainable business while satisfying moral, legal and contractual obligations
- Integrate the Group's sustainability aspirations into its core business operations and its working community

The Group's Sustainability Policy is based on the standards, recommendations and guidance issued by the UN, the European Parliament and the UK Government.

## Scope of Application

The Group will take account of this policy throughout the organisation including within:

- Policies & procedures
- Administration of the supply of products from suppliers
- Distribution of hygiene products
- Management of the Group's Chesterfield facilities

## Related Policies

Environmental Policy

Environment and Ethical Procurement Policy

Corporate Social Responsibility Policy

Code of Conduct

Equal Opportunities Policy

## Policy Statement

The Group will follow following principles:

- In the selection of suppliers who can demonstrate an effective sustainable policy
- In the choice of products which are effective for purpose and in themselves
- In ensuring corporate social responsibility
- In seeking to save energy and minimise emissions

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The Company reserves the right to amend, change or withdraw any part of this document at any time.

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The Group will always consider the economic, social and environmental aspects in its decision-making to limit the impact of the Group's activities upon the environment.

## Practical steps

### Economic Responsibility

The Group:

- Carries out its operations responsibly and develops them in long-term cooperation with its stakeholders
- Operates in accordance with its corporate values and principles of good business practice
- Acts in compliance with current legislation and cooperates openly with authorities
- Reports truthfully on its financial situation
- Does not tolerate corruption or bribery in its operations
- Is committed to continual evaluation of its activities, and in particular, of the products and services that it promotes
- Evaluates the economic, social and environmental approach of new members

### Social Responsibility

The Group:

- Respects human rights and does not violate them.
- Encourages open dialogue between its employees and the management.
- Does not approve of the use of child labour or forced labour.
- Values different cultures and treats each person as an individual.
- Does not accept discrimination and promotes equality in its operations.
- Will provide support for a range of Charities on an ongoing basis

### Environmental Responsibility

The Group:

- Recognises and proactively reduces the environmental impacts of its operations and prepares for environmental challenges
- Aims to work with business partners who have proven development and implementation technologies and practices in terms of their environmental impact
  - Once engaged with a supplier partner, the Group asks them to report year on year, in terms of their personal environmental goals and progress against those goals
  - the Group measures and monitors this progress annually
- Will aim to minimize the use of paper and energy in its offices, progressively seeking to utilise modern technology for communication and for archive storage

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- Will provide support for Environmental charities wherever the opportunity arises
- Actively supports recycling projects wherever possible

### Measurement

Annually, Nationwide Hygiene Group will:

- Review its own progress on sustainability matters from the previous year - usually at the first Board Meeting of the following year
- Source the sustainability achievement reports of suppliers - review these at a Board Meeting appropriate to the publication of this information

The Group expects all suppliers to comply with its policy and reserves the right not to do business with companies where it can be demonstrated that significant violations of the Group's policy exist.

### Ownership, Approval Process, Changes and Deviations

This Policy was approved by the Board of Directors of Nationwide Hygiene Group and is reviewed annually. The policy is owned by the Chief Executive, and all updates, changes, deviations and supplements will be authorised by this role.



**Darren Broad**

Chief Executive Officer

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