

Sustainability and responsible sourcing policy



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At British Gypsum we believe that the effective monitoring and management of sustainability issues is essential to the ongoing success of the business.

Our objective is to operate in a manner that maximises our contribution to sustainable development. Protecting and conserving the local community and natural environment around our activities is fundamental to our values. All sites, functions and stakeholders (including suppliers) contribute to our sustainability performance and consequently, this Policy applies equally throughout, and demonstrates our commitment to being responsible as a supplier, and procurer of materials.

As part of the Saint-Gobain group, we have adopted a number of the Saint-Gobain tools. These include:

- Saint-Gobain General Principles of Conduct and Action
 - Details our shared code of principles and ethics which is applied universally across the whole Saint-Gobain group
- The United Nations' Global Compact program
 - Details ten principles we embrace support and enact, within the sphere of our influence, in the areas of human rights, labour, the environment and anti-corruption, derived from: The Universal Declaration of Human

rights; The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; The Rio Declaration on Environment and Development; and The United Nations Convention Against Corruption.

- The Saint-Gobain Purchasers Charter
 - Details the minimum standards of behaviour required by any colleagues involved in procurement
- The Saint-Gobain Suppliers Charter
 - Details the minimum standard expected from our supply base

Reflecting on the above, we use the framework of Social Commitment, Environmental Challenges, and Economic growth to discuss the key areas of commitment as a Responsible Supplier.

SOCIAL COMMITMENT

Health, safety and wellbeing

Health, safety and wellbeing is the number one priority for British Gypsum. We take care to protect the health, safety and wellbeing of employees, contractors and visitors. Policies and procedures apply equally to employees, employees of sub-contractors, and visitors.

Employees rights at work

We do not use or accept forced labour, compulsory labour, or child labour, whether directly or indirectly and refrain from any form of discrimination with respect to our employees, whether in the recruitment process, at hiring, or at the end of the employment relationship.

Employment and skills

We promote an active dialogue with our employees and actively look for "Progress through People" and Continuous Improvement. The principle of **Professional commitment** means mobilising to the best of one's ability the knowledge and know-how of the individual and also calls for training to keep both up to date. It requires personal commitment and a willingness to take on the tasks assigned and to acquire knowledge necessary to do the job. It implies the effective contribution of each person in caring particularly for the environment and for worker health, safety and wellbeing.

Community - Stakeholder engagement and Local communities

The principle of **Loyalty** requires those working on behalf of British Gypsum to operate with honesty and fairness in dealing with colleagues and third parties such as local communities. Respect for others is an absolute prerequisite for the professional and personal development of each person. It implies an acceptance of other cultures and of people of all origins. It is expressed in a readiness to listen to others, inform, explain, engage in dialogue and be a good neighbour.

ENVIRONMENTAL CHALLENGES

Compliance Obligation

In all aspects of our activities, we will comply with applicable legislation, regulations, codes of practice and requirements of interested parties.

Management systems

In order to effectively manage legal compliance and complaints, we have implemented management systems to the relevant ISO standards. As a part of these management systems legal compliance is measured, documented and reported. Correspondence including complaints and prosecutions are required to be kept, risks identified and objectives and targets set.

A number of the Key objectives are set:

- **Climate change and energy**
We strive to use energy increasingly efficiently in the production of materials, products and services, minimising the emissions of greenhouse gases associated with these processes. In meeting this endeavour, the business has assessed the viability of various alternative energy sources and continues to monitor the potential of using these fuels to supplement and replace traditional energy sources at sites across the UK. The company is committed to playing its part in the Saint-Gobain commitment to reach net zero carbon emissions by 2050. Reducing energy-based carbon dioxide emissions is a key element of our corporate strategy.
- **Waste management and resource use**
Our approach has been to adopt the waste hierarchy, and only use landfill as a last resort. Ensuring sustainable purchasing and minimising use of raw materials is an important part of our strategy. Dependence on virgin raw materials continues to be minimised through the use of reclaimed and recycled materials, and using resources in the most efficient manner. We have led the industry in recycling plasterboard waste, reducing the pressure on landfill and preserving gypsum deposits.
- **Water**
We endeavour to use water more efficiently to minimise demand on potable water supplies, and treat process water and site run-off effectively to mitigate against pollution risks.
- **Transport impacts**
We recognise the social and environmental impacts of transportation, and the need to adopt appropriate strategies to reduce adverse impacts by actively assessing all viable methods of transport in and out of the business, for both product and people

Site stewardship

A fundamental principle of the business is to actively promote the protection of the environment. All sites are managed with clear environmental targets, and regular monitoring and measurement of performance against those targets. We challenge ourselves to improve the environmental performance of our sites to be World Class, going beyond the requirements of local legislation.

ECONOMIC GROWTH

Contribution to the built environment

Our vision is to be famous for being first with solutions for the built environment that deliver a positive impact on people's lives.

Supply chain management

We communicate and work constructively with the supply chain to deliver sustainable policies and practices, which are based on the benchmarks outlined in the Responsible Sourcing Strategy.

Ethics

We believe that the principles of Integrity, Loyalty, Solidarity and Respect for the Law demonstrate a deep commitment to ethical behaviour appropriate across the organisation.

- **Integrity**
Requires adherence to strong moral principles of honesty and decency in all professional activities. It means that no individual may compromise the interests of the Group entrusted to that individual in favour of his or her own private interests.
 - **Loyalty**
Requires honesty and fairness in dealing with colleagues and third parties dealing with the Group.
 - **Solidarity**
Is based on a sense of individual responsibility at work. It encourages team work and bringing out the best in each person, in order to achieve the objectives of the company.
- Respect for the law: The following are prohibited**
- Any Action which may;
 - Breach applicable norms of competition law
 - Finance political parties or activities
 - Constitute active or passive corruption domestically or internationally

Matt Pullen
Managing Director
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At British Gypsum our vision is to be famous for being first with solutions for the built environment that deliver a positive impact on people's lives. We do this by helping to create spaces where people and communities flourish.

We understand that this can only be achieved by delivering the highest level of customer satisfaction through solutions that meet the needs of today and tomorrow, ensuring longevity for us, our customers and suppliers.

Our approach to operations mirrors this commitment; our locations were determined by the UK's geology, and for more than 100 years we have supported our sites' local communities. This intimate relationship between us, the natural environment and local people shapes who we are as a business.

For us, managing sustainably is not a new ideal; it is how we have always done business and will underpin how we meet the challenges of the future.

To learn more visit british-gypsum.com

One of Saint-Gobain's fundamental principles is to conduct its business according to the highest ethical and legal standards. In support of this, in 2003 Saint-Gobain launched a set of written Principles to guide the conduct and behaviour of all individuals and companies across the Group.

Today, Saint-Gobain's Principles of Conduct and Action provide a common ground for an extraordinarily diverse community of thousands of employees, working across many countries. They form the basis of Saint-Gobain's declaration of corporate responsibility.

To learn more visit saint-gobain.com/en/ensure-ethical-business-practices

Saint-Gobain takes the issue of sustainable development very seriously. As a world leader in the habitat and construction markets, the business aims to create great living places and improve daily life. Saint-Gobain bases their approach to business on the following; changing how we build, for the better, for the future; caring for the environment we operate within; supporting and developing our people; connecting with our communities and supporting their economic development.

Saint-Gobain is eager to share the details of its sustainable development vision and journey including key priorities, achievements and challenges, and to provide an insight into the steps that are being taken.

To learn more visit saint-gobain.co.uk/en/corporate-social-responsibility