

## WJL (TRADING AS LINNEY) POLICY STATEMENTS

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### LINNEY SUSTAINABLE SUPPLIER CODE OF PRACTICE

#### Introduction

At Linney, we embrace the challenge of delivering a future that's founded on environmental, social and financial sustainability. Our aim is to delight and inspire our clients, while building a better business for future generations. We do this by focusing on sustainable innovation, optimising the benefits of all we do while recognising and acting on the potential impact we have on the planet. We take the need to operate in this way very seriously, ensuring that our people and surrounding community are better off because of us.

Our supply chain partners must be as committed to sustainability as we are, across every area of their businesses. Linney's Sustainable Supplier Code of Practice is designed to ensure that the decisions and actions we take in procurement safeguard the future of our planet and our business whilst maintaining our reputation for honesty, integrity, and responsibility. Suppliers must confirm that they have read this Supplier Code of Practice and agree to its terms by responding to the relevant question on our Supplier Survey.

Linney's operating practices are focused on being both efficient and sustainable. One of our objectives is to source goods and services to agreed levels of sustainability. In recent years, concerns over poor working conditions and environmental issues in developing countries have seen companies implement specific social, environmental, and economic criteria for the suppliers from which they source goods and services.

Responsibility for this document and its implementation lies with the Environmental Management Team with support from the Procurement Team who are tasked with meeting all regulatory requirements and overseeing the execution of our environmental strategies. This team works under the direct supervision of the Executive Board, ensuring that our environmental commitments are upheld at the highest level of our organisation.

Linney's sustainability programme is designed to ensure all our suppliers understand our expectations and where practical, work to assist us in achieving our goals:

#### Our commitment

Linney is committed to upholding human rights, fair working conditions, and environmental protection.

We have signed a letter of commitment to the Science-Based Targets initiative to support the goals of the Paris Agreement. Our target is a 70% reduction in combined Scope 1 and 2 emissions and a 42% reduction in Scope 3, all by 2030. We've also established a long-term net zero target, aiming for a 90% reduction in total emissions by 2040.

To meet the expectations of our customers, the community and legal requirements, we endeavour to consistently operate responsibly and expect the same from our suppliers. Our supplier partnerships and procurement choices will be pivotal in achieving the desired reduction in Scope 3 value chain emissions.

We are committed to working with our suppliers to support improvements in supply chain labour best practice and environmental protection.

## **Expectations**

We expect our suppliers to support the ethical standards set out in this code of practice regarding workplace health and safety, environmental protection, fair working conditions, and economic sustainability.

Our suppliers must commit to adhering to the guiding principles of the Ethical Trading Initiative (ETI) Base Code (<https://www.ethicaltrade.org/eti-base-code>) which is drawn from the International Labour Organisation (ILO). These are minimum standards based on the principles of the United Nations Universal declaration of Human Rights.

Linney's sustainability programme is divided into three main areas: Economic, Social and Environmental.

## **Economic**

- Regulations - Supplier should operate in full compliance with international, national and local laws and regulations applicable to their business operations and obtain all necessary permits. Local industry standards should prevail when more stringent than the local legal requirements.
- Free trade – Suppliers shall reject any restriction to free trade other than duly enacted national and international laws.
- Audits – Suppliers conduct periodic audits covering essential business practices

## **Social**

- Freely chosen employment - Suppliers shall not make use of forced, bonded, or involuntary prison labour. By right, labour should be freely given, workers should not be required to lodge "deposits" or their identity papers with their employer, and employees should be free to leave in accordance with established rules after reasonable notice.
- Freedom of association – Suppliers shall respect the right of employees to collective bargaining and to be represented by trade unions and other bona fide representatives of employees and engage in constructive negotiations with such representatives with a view to reaching agreements on employment conditions. Workers' representatives shall not be discriminated against and have access to carry out their representative functions in the workplace.
- Safety and Health - Suppliers shall use a proactive approach in establishing and maintaining standards of safety, health, environmental and occupational health management. This includes assigning responsibility for health and safety to a senior management representative, and regular monitoring and verification of progress towards health and safety objectives or targets.
- Safety and Health – Suppliers shall provide a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Access shall be provided to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Child labour - Suppliers shall not employ children in violation of conventions 138 and 182 of the International Labour Organization.

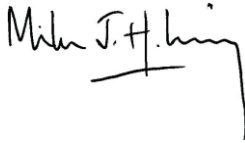
- Living wages – Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income. All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.
- Working hours – Working hours shall comply with national laws and any collective agreements. Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week unless under exceptional circumstances where ETI base code conditions are met. All overtime shall be voluntary. Workers shall be provided at minimum with at least one day off in every 7 day period or, where allowed by national law, 2 days off in every 14 day period.
- Discrimination – Supplier shall not discriminate in any manner on the basis of age, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex, gender reassignment, sexual orientation, union membership or political affiliation.
- Regular employment – To every extent possible work performed shall be on the basis of recognised employment relationship established through national law and practice. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.
- Harsh or inhumane treatment – Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- Safety, health and environment training – Supplier’s employees shall receive regular and recorded safety and health training, including the handling of hazardous materials and the prevention of environmental accidents, and such training shall be repeated for new or reassigned workers.

## **Environmental**

- Product stewardship programme – Suppliers shall act in accordance with the principles of product stewardship, identifying, managing, and minimising the risks attached to supplier’s products during their entire lifecycles. In this connection, Linney and supplier shall share relevant knowledge and expertise.
- We champion the use of sustainably managed forest products and expect all suppliers to source from forests certified by organisations like the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). All material sourcing must also meet the requirements of the European Union Deforestation Regulation (EUDR). We encourage our suppliers to demonstrate their commitment to sustainable practices through certification and expect them to maintain transparency and traceability in their supply chains at all times.
- Emergency response – Suppliers shall do all that is reasonable and practicable to implement an emergency response program that addresses the most likely anticipated emergencies.

- Environmental standards – Suppliers shall use a proactive approach in establishing and maintaining standards of environmental management including regular monitoring and verification of progress toward environmental objectives or targets.
- Waste – Suppliers shall have establish(ed) a procedure in accordance with applicable legislation for the safe handling, storing, transportation, utilisation and disposal of waste.
- Pollution prevention and resource reduction – Suppliers shall ensure and demonstrate continuous environmental improvements in various areas, including reduction of emissions, discharges, noise, waste, and reduction in reliance on natural resources and hazardous substances by means of clear targets and improvement policies.
- Visibility – Suppliers shall establish and maintain programmes to ensure visibility and control of inputs into their manufacture from other sources.
- Energy – Suppliers shall establish energy management programmes to reduce energy usage and/or increase renewable sources where possible.
- Carbon Emissions – Our priority is reducing our carbon footprint throughout our value chain. Suppliers shall establish their own greenhouse gas (GHG) emissions reduction programmes to assist us with meeting our aims.

Through these commitments, Linney reaffirms its dedication to environmental stewardship, sustainable procurement, and responsible business practices. We recognise that our actions today shape our shared tomorrow, and we are committed to a path that respects and preserves our natural environment for future generations. This Code of Practice is reviewed periodically, at least annually, by the responsible stakeholders and the Executive Board to ensure its continued relevance and effectiveness.



Miles JH Linney  
Managing Director  
Linney

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