



## **Responsible Sourcing Policy**

Johnson Tiles is committed to responsible sourcing and management of our supply chain. Responsible sourcing of our products and raw materials will consider environmental, social, economic, ethical, labour, legal and other concerns within the whole supply chain. We believe that BES 6001 provides an appropriate framework for structuring management procedures and demonstrating performance regarding responsible sourcing.

We operate this policy within the principles detailed below and will communicate this policy to all those responsible for ensuring compliance.

### **Ethics**

- Johnson Tiles recognises the need to adopt and apply standards of ethical behaviour appropriate to the purpose and activities of our organisation.

### **Legal Compliance and Business Practices**

- We engage with national and international regulators to ensure legal compliance.
- We use the ETI base code principles to ensure that we trade in an ethical manner.
- Ensure all operations within the company comply with our ETI Base Code Policy.

### **Management Systems**

- We have effective management systems in place to ensure we operate in a legal, efficient, and financially sustainable way. We strive for continuous improvement in human resource, quality and health and safety management.

### **Supply Chain Management**

- We assess all our new suppliers and then re-assess every 1-3 years depending on the outcome of the initial assessment (copy of Supplier Assessment attached as appendix).
- We ensure that our suppliers respect international norms concerning human rights and labour practices and recognise fundamental rights at work including the abolition of child labour, forced or compulsory labour, the rights of freedom of association and collective bargaining, and the elimination of discrimination.

- We work constructively with our supply chain and communicate effectively to deliver sustainable supply chain policies and practices.

#### **Complaints and Prosecutions**

- We have a documented process for any complaints brought against the company.

#### **Quality**

- We produce products that improve the quality of the built environment.
- We aim to provide our customers with the best possible product.

#### **Health and Safety**

- We have a clear Health and Safety policy and a dedicated Health, Safety and Environmental Officer.
- We provide a safe workplace with adequate welfare facilities, safe access and the safe use, handling, transport and storing of materials.
- Every contractor and subcontractor are briefed on the company Health and Safety policy and undergoes a site induction.

#### **Resource Use, Water, Waste and Energy**

- We will strive to reduce the amount of waste produced on site and ensure that any waste that is unavoidable is recycled or recovered where possible.
- Using recycled, recyclable and renewable materials where possible.
- Monitoring gas, electric and water usage and targeting reductions.
- We ensure to use water effectively and we recycle and re-use process water wherever possible.

#### **Transport Impacts and Packaging**

- Optimising loading of vehicles for deliveries to ensure minimal impact on the environment.
- Our manufacturing plant is 100% single use plastic free.
- We ensure all cardboard packaging we use is both recycled and recyclable.
- We utilise cardboard pallets on our smaller deliveries to give our customers only one waste stream to deal with when unpacking.

#### **Employment and Skills**

- We provide necessary training, support, and development opportunities to meet the needs of the person and business.
- We comply with all national employment laws.

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- All employees are issued with a company handbook detailing the expectations required from all employees.
- We respect international norms concerning human rights and labour practices and recognise fundamental rights at work including the abolition of child labour, forced or compulsory labour, the rights of freedom of association and collective bargaining, and the elimination of discrimination.

#### Local Communities

- We support sustainable communities by providing employment and economic activity and recognise the importance of developing a skilled and competent workforce.
- We are committed to use local sourcing and local businesses where appropriate and practicable.

#### Financial Stability

- We manage our financial stability to ensure long term sustainability.

Johnson Tiles is committed to implement this policy throughout the supply chain.

Signed:



Stephen Dixon  
Managing Director – Johnson Tiles



Jason Bridges  
Production and Procurement Director – Johnson Tiles