



Sustainable Procurement Policy 2026

1. Purpose

The purpose of this Sustainable Procurement Policy is to ensure that all purchasing, sourcing, and supplier management decisions at Tilsatec support responsible production, ethical labour practices, environmental responsibility, and strong governance. This policy provides clear requirements for suppliers, internal teams, and procurement procedures to ensure sustainability is embedded into our operations and aligned with international standards and the UN Sustainable Development Goals (SDGs).

2. Scope

This policy applies to:

- All Tilsatec employees involved in procurement, supply chain, product development, and sourcing
- All external manufacturing partners, subcontractors, raw material providers, and service suppliers
- All materials, components, packaging, transportation, and other services used in Tilsatec products

3. Policy Objectives

Tilsatec commits to the following procurement goals:

Ethical and Responsible Sourcing

- Ensure all factories involved in producing Tilsatec goods are SEDEX-registered.
- Require SMETA ethical audits (minimum 4-pillar) from all manufacturing partners.
- Align with and uphold the ETI Base Code, ILO core principles, and international human rights standards.

Environmental Protection

- Prioritise suppliers that demonstrate strong environmental management systems.
- Favour the use of recycled, biobased, and responsibly sourced materials.
- Reduce virgin fossil-based raw materials where viable.
- Reduce packaging, lower-emission logistics, and responsible waste management.

Governance & Transparency

- Maintain transparent sustainability claims supported by third-party certification.
- Promote integrity, anti-corruption, and compliance with all applicable laws.

Continuous Improvement

- Encourage and support suppliers in adopting better sustainability practices over time.
- Conduct regular reviews of procurement processes to enhance efficiency, reduce risk, and optimise performance.

4. Standards and Requirements for Suppliers (mainly assessed externally under the SMETA 4-pillar audit)

Ethical Labour & Human Rights

All suppliers must:

- Comply with the ETI Base Code
- Provide safe working environments, PPE, and emergency preparedness

- Ensure no forced, bonded, or child labour
- Respect working hours, fair wages, and legal entitlements
- Uphold non-discrimination and gender equality

Environmental Requirements

Suppliers must demonstrate:

- Efficient use of resources (water, energy, raw materials)
- Reduction of waste, emissions, and hazardous substances
- Compliance with environmental laws and best practices
- Responsible chemical management
- Support for low-carbon logistics where possible

Preference is given to suppliers offering:

- Recycled and / or biobased content materials
- Certified materials (GRS, FSC, biobased certifications, etc.)

Verification & Certification

To ensure transparency and avoid greenwashing, Tilsatec requires:

- Valid SEDEX membership
- Up-to-date SMETA 4-pillar audits
- Independent third-party verification for sustainability claims (e.g., biobased content, recycled material claims, FSC, GRS)

Business Integrity

All suppliers must:

- Maintain robust anti-corruption and anti-bribery controls
- Disclose conflicts of interest
- Comply with all applicable national and international regulations
- Engage honestly and transparently with Tilsatec

5. Procurement Process Requirements (Internal)

Supplier Selection

Tilsatec evaluates new and existing suppliers based on:

- Ethical and labour practices
- Environmental performance
- Quality and reliability
- Willingness to participate in continuous improvement

No supplier may be onboarded without meeting Tilsatec's minimum ethical requirements and completion of a supplier questionnaire.

Monitoring & Review

Tilsatec will:

- Review SEDEX/SMETA audit results annually
- Reassess suppliers that show non-compliance, high risk, or poor improvement

Responsible Material Selection

Procurement teams must:

- Prioritise low-impact materials
- Select certified materials where available
- Consider LCAs in product development
- Encourage packaging reductions
- Support biobased and recycled material integration

Logistics and Transport

Tilsatec commits to:

- Reducing reliance on high-emission air freight where feasible
- Selecting lower-carbon transport options (e.g., sea or train freight)
- Working with logistics partners that aim to reduce emissions and improve efficiency

6. Supplier Engagement & Development

Tilsatec supports suppliers by:

- Providing clear expectations and ongoing communication
- Encouraging adoption of ethical and environmental best practices
- Supporting improvement in sustainability performance over time

7. Alignment With the UN Sustainable Development Goals (SDGs)

This policy directly supports:

- SDG 3 – Good Health & Wellbeing
- SDG 8 – Decent Work & Economic Growth
- SDG 9 – Industry, Innovation & Infrastructure
- SDG 12 – Responsible Consumption & Production
- SDG 13 – Climate Action

8. Responsibilities

Procurement/R&D Teams – ensure all sourcing follows this policy

Technical Team – monitor implementation, review certifications, analyse risks

Senior Management – approve policy, review performance, allocate resources

Suppliers – comply fully with the requirements and provide evidence when requested

9. Policy Review

Performance against this policy is reviewed as part of management review.

10. Targets

100% of suppliers formally acknowledge Tilsatec's Supplier Code of Conduct.

90% of key / strategic suppliers to have implemented ISO 14001 certification or equivalent environmental management systems.

Approved by the Managing Director, Ben Griffiths, 05th January 2026