

## Sustainable Supply Chain Principles

The Oven Cleaning Group Ltd

Our founding ethos was to offer oven cleaning products and services that are the most sustainable we can; pure, green and family safe, and in accordance with our values. It is important that our key supply chain partners share our values and support us in our mission to minimise our impacts and transform the cleaning industry.

We intend that our all products are plant-based, vegan, cruelty free and safe in the home, and we're on a journey with our suppliers achieve this. We promote a circular approach to materials and our products actively encourage reuse and recycling. We use local suppliers where possible and our cleaning products have achieved the "Made in Britain" certification.

Our sustainable supply chain principles define our expectations. We actively screen on environmental and social grounds, and we ask key supply chain partners to commit to our supply chain principles. This gives us confidence in our partners and also helps to mutually raise standards. We may ask our partners to evidence compliance with these principles, and we may conduct audits as required.

### Our principles

We want to ensure our key supply chain partners are operating at a high standard of environmental and ethical performance and governance. This includes compliance with legislation but also voluntary standards, best practice and driving responsible innovation. We have broadly aligned our approach with principles of the [UN Global Compact](#) covering the environment, labour, human rights and anti-corruption. We have translated these to ensure they are appropriate and relevant, and clear for supply chain partners to understand, comply and evidence.

#### 1. Environmental impacts

Environmental considerations are at the heart of what we do, and we work in partnership with our key supply chain partners to deliver sustainable products and services. We expect our supply chain partners to be equally committed, and help us to innovate and reduce our own impacts and those of our customers. Specifically, we expect key supply chain partners to:

- Understand and reduce the environmental impacts and risks of their products and operations, and in particular, but not limited to, the products they supply to Oven Loving. This may include for example measuring and minimising greenhouse gas emissions, water consumption, waste and impacts on biodiversity, and minimising or preventing impacts such as noise, water and ground pollution.
- Offering improved resource efficiency in product development, distribution and supply, and in particular offering circular approaches wherever possible.
- Enable us to innovate by moving away from any remaining harmful/toxic or non plant based ingredients and materials, respecting our requirement for vegan, cruelty free, and palm oil free products wherever possible.
- Proactively seeking and sharing best practice in impact reduction related to the products or services under supply.

#### 2. Human rights

We have respect for human rights in dealing with supplier stakeholders (e.g. team members, clients, suppliers, shareholders and communities) and expect no less from our partners. Partners should support the principles of the [Universal Declaration of Human Rights](#), and must ensure they are not complicit in human rights abuses.

### **3. Labour**

Our partners must not use forced, bonded or compulsory labour and employees must be free to leave their employment after reasonable notice. Employees must not be required to lodge deposits, money or papers with their employer.

We refuse to accept the use of child labour in the supply chain. No one should be employed who is below the legal minimum age for employment, and children (below the age of 18) must not be employed for any hazardous work or work that is inconsistent with their personal development.

We refuse to accept unlawful discrimination of any kind in working relations and we expect diversity to be promoted. Suppliers should not discriminate in hiring, compensation, access to training, promotion, and termination of employment or retirement

As far as relevant laws allow, respect should be given for freedom of association.

### **4. Anti-corruption & bribery**

We do not tolerate, permit or engage in bribery or unethical behaviour in any aspect of our business. As with our other principles, we do not do business with anyone who does not comply with our standards of ethical behaviour.

### **5. Compliance with applicable international, national, state and local laws**

We recognise that local customs, traditions and practices may differ, but expect as a minimum that suppliers comply with local, national and international laws, including (but not limited to) all environmental, health and safety, and labour laws. We expect suppliers to support International Labour Organisation core conventions on labour standards.

### **6. Health and Safety**

A healthy and safe working environment must be provided for all employees, in accordance with international standards and laws. This includes making sure that adequate facilities, training and access to safety information are provided. All applicable policies, procedures and guidelines must be adhered to. Where partners work on Oven Loving premises, customer sites, or otherwise on behalf of Oven Loving, for example in the use, handling, transport or disposal of waste, hazardous materials, or the disposal of electronic equipment, they must confirm that they understand their obligations. They must also confirm that they have management processes and controls in place, and where applicable, agree to be fully responsible for any liability resulting from their actions.

### **7. Confidentiality and intellectual property**

We require our suppliers, contractors and their team members to maintain confidentiality with regard to all information they have access to, in accordance with applicable laws. We also expect them to protect all intellectual property belonging to Oven Loving, our customers, other suppliers and individuals.

This policy will be reviewed at least annually.

**Tina Duggan**  
**Director, Oven Loving Group Ltd**

Next review: July 2021