

## Sustainable Procurement Policy

Invertex's commitment to sustainability extends across the business and to our procurement practices. This policy sets to outline our approach to sustainable sourcing, with the goal being to minimise environmental impact and promote ethical considerations throughout the supply chain. We will consider what has been done and what our plans are to achieve our objectives and targets in regard to sustainable procurement. This policy will demonstrate the measures we have put in place to ensure that sustainability is at the forefront of what we do.

Invertex's objective is to ensure responsible sourcing of materials and services, whilst minimising environmental and social impact on procurement activities. This allows for us to adopt social responsibility and ethical practices. Understanding the existing laws and legislation that relate to protecting the environment, is a crucial part of this. Whether this be accomplished through various forms of compliance-related documents, or investigating our supply chain annually - we are committed to keeping our customers informed of what Invertex is doing at present context, with the shifting compliance data. Invertex put emphasis on the importance of understanding where we are sourcing our materials from, and is why - we as a company- place so much emphasis on up to date compliance. By annually requesting all compliance documents we can ensure that we remain up to date.

Sustainable procurement is ensuring we remain in communication with our stakeholders and that we consult with them at every level. At Invertex we understand the importance of communicating with internal members of the business (i.e. Innovation and Sales) and implementing a holistic approach; The directors and board are involved when endorsing the objectives, especially when it is regarding our goals for Modern Slavery. Invertex actively engage with our suppliers regarding business compliance and sustainability, to distinguish those which relate to the relevant topics. We also communicate with our customers, to ensure that we understand our customer ranges and expectations and work to meet their goals, which enable us to continue expanding our markets.

## Risk Management

By placing sustainable procurement at the forefront of what we do, we place priority on identifying and mitigating potential environmental, social, and ethical risks. For example, although still in its preliminary stages, the ban on PFAs substances is imminent, and we have taken steps to ensure our supply chain are either prepared or aware of what is happening and have established contingency plans for supply chain disruptions.

## Supply Chain

Supply chain is a key component in Invertex's social responsibility, and by ensuring transparency in the supply chain it makes it easier to mitigate problems, especially when in relation to Invertex's responsibility to the life cycle of our product and the impact it may have on the environment. We understand the circumstances in which our products are produced and the working conditions of the factories. This is because before we even begin the process of choosing a new supplier we request for companies to fill in our Supplier Questionnaire which asks "To what extent have you mapped your own supply chain?" & "What are your responses to key slavery risks?" & "Do the people working for your company have access to independent whistleblowing?". Any company who is unable to answer these questions will not continue in the tendering process. We also request documentation like Modern Slavery, Code of Conduct. Investigating our supply chain annually helps us to understand whether we have suppliers who are purchasing products that might contain conflict minerals, and how we can transition away from these suppliers. We prioritise suppliers with sustainability practices and encourage our supply chain to adopt ethical approaches.

## Compliance

At Invertex we are committed to better understanding the relevant compliance documents that we feel are necessary for us as a business to offer our customers the most sustainable and ethically sourced product.

Along with ensuring we comply with relevant legislation, we also annually request our suppliers documents, to ensure that they prioritise sustainability. Making sure suppliers meet our modern slavery requirements (e.g. employees working overtime with fair compensation) This highlights any weaknesses in our supply chain.

Examples of the type of Compliance Documents we request annually are:

- Reach Directive
- RoHS
- Conflict Minerals
- Toxic Substance Control Act
- PFAs
- Russia Regulations
- Modern Slavery

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## Environmental Impacts

A prime example of Environmental Impacts, and how Invertek have worked to combat this, is our continued research into the imminent Per- and Polyfluoroalkyl Substances (PFAS) ban. We also update all compliance documents annually unless big changes come into play and in this case we will reach out to our supply chain sooner e.g. Russia regulations of iron and steel. We prioritise products with lower environmental impact e.g. RoHS compliant components. Aiming to reduce our carbon footprint through Reshoring projects, and looking at local businesses.

We encourage suppliers to implement eco-friendly packaging, and understand how our suppliers harvest wood. An example of our implementation of standards and ensure they meet our requirements for packaging *“10.4. Where polystyrene or foam chips are used the Company will charge the Supplier £5 to dispose of any such packaging that is received.”*<sup>1</sup>

A set of Bailers was recently purchased for our Production and Warehouse Facilities, to help with the waste of Cardboard and plastic.

## Social Impacts

The consideration of social impacts in the supply chain is vital, and one of the main ways we guarantee fair labour practices is by ensuring our suppliers do not associate with unethical practices. We use our Modern Slavery Document and Supplier Code of Conduct, which includes our labor practices and human rights expectations, plus our goals for the year to better improve our working practices, and the conditions we expect from our supply chain. We promote diversity and inclusion amongst suppliers, and encourage the involvement of local businesses, as well as often completing reshoring projects to aid with reducing our carbon footprint. As a company we do not discriminate against suppliers, however gauge their suitability based on their fit and function – Please see *New Supplier Procedure*

A vital part of the implementation of this policy is the communication we have with internal and external stakeholders. This includes:

- Employees – Direct and Indirect
- Suppliers
- Customers

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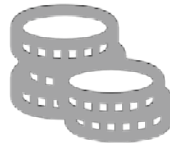
<sup>1</sup> Supplier Agreement - I:\Operations\Supply Chain\Purchasing\Supplier Documents\Supplier Master

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### Manage Risks:

- Supply Chain Disruptions
  - Fines
- Requesting up to date Compliance
  - Reshoring



### Reduce Costs

- Transports Costs (Reshoring)
- Waste Costs (Purchasing a Bailer)
  - Reduced Consumption



### Increase Revenue

- Access new markets
- Income from recycling projects (pallets/bailers)
  - Solar Panels

## Goals for 2025

- Obtain Forest Stewardship Council Certification
- Evaluate and monitor suppliers' sustainability performance regularly.
- Continue to raise supplier awareness of Invertek's Sustainable Procurement policy, whilst also emphasising the importance of working ethically.
- Work to reduce the probability of supplier violation on the environment and/or social laws which disrupt supply chain,
- Continue to monitor percentage of key suppliers who respond to annual Compliance data requests.
- Develop a Sustainable Procurement Report,
- Make the Policy Publicly available.

Along with our current objectives, goals for 2024, and by adhering to this Sustainable Procurement Policy, we aim to contribute to a more sustainable and ethical business ecosystem, whilst delivering high-quality products and services. This policy reflects our commitment to responsible business practices.