

Sustainability Charter

As a good corporate citizen, we believe that we have a duty to play our part in moving towards a sustainable global society.

Our Sustainability Policy* details our commitments to responsibly managing environmental, social and economic issues. Through our responsible actions and behaviours, we will protect and enhance the natural environment, support and build trust in local communities and operate to the highest ethical standards.

As part of our network of approved partners, we would ask you to support our pledge to continuous improvement in sustainability by signing up to the following commitments:

SUSTAINABILITY COMMITMENTS	
General Commitment	We will support Principle in managing the environment responsibly, supporting communities and complying with corporate governance. When requested and agreed we will provide management information to Principle to enable performance to be monitored and improved
Compliance with Laws	We will conduct business in compliance with the applicable laws, rules and regulations of the jurisdictions in which we operate
We will protect the environment	
Environmental Charter	We have signed up to the Environmental Charter within the 360 portal, and commit to the protection of our environment
We will support our local communities	
We will support our local community	We will work with Principle to support local communities where we work. We understand that we may have first hand knowledge of local community expectations and challenges which we can share
Together we will build a better business	
Health & Safety Charter	We have signed up to the Health & Safety Charter within the 360 portal, to demonstrate our commitment to keeping our workforce and all third parties healthy and safe
We are committed to complying with labour standards and observing internationally recognised human rights	We will abide by applicable employment standards, labour, non-discrimination and human rights legislation. We will be able to demonstrate that child labour is not used, discrimination and harassment are prohibited, employees are free to raise concerns and appropriate background screenings are carried out

*A copy of Principle Policy Statement can be found in the 'Way We Work' section of the 360 portal under the heading of 'Help'

SUSTAINABILITY COMMITMENTS

<p>We will behave in an ethical manner</p>	<p>We have read Principle's Anti-Slavery and Human Trafficking Policy* and commit to supporting your zero tolerance approach to modern slavery. We will report any breaches or potential breaches to Principle.</p> <p>We have read Principle's Anti-Bribery Policy* and fully support your expectations. We understand it is prohibited to:</p> <ul style="list-style-type: none"> • Pay third parties for the purpose of making overseas connections for Principle • Make off the record payments to officials in order to obtain permissions, permits or stamps particularly in connection with the import or export of goods • Appointing a business partner to act on behalf of the contractor or Principle who you know, or have good reason to believe, has engaged in corrupt or unlawful conduct <p>The nature of gifts or entertainment will not be used by us to gain improper advantage or preferential treatment. We will maintain appropriate records of exchanges of gifts and entertainment with our employees.</p> <p>If we become aware of inside information about Principle or our clients, we will properly handle and use that information (such as information barriers). We will meet applicable legal and regulatory requirements to prevent inappropriate access or disclosure of inside information</p>
<p>We will avoid conflicts of interest</p>	<p>In our relationship with Principle employees, we will not try to gain improper advantage or preferential treatment for other relationships they may have with us (for example, as a client).</p>
<p>We support a diverse workplace</p>	<p>We have read Principle's Equal Opportunities Policy*. We will not discriminate against race, religion, gender, age, sexual orientation and so on. We will provide a workplace that is inclusive for all and each employee feels respected and able to give their best.</p>
<p>We will create customer trust</p>	<p>We have signed up to Principle's Quality Charter as a commitment to delivering an excellent service/product to you. We understand that customer loyalty and trust is linked to our company providing a first class service/product to you</p>
<p>We will work together</p>	<p>We understand the importance of our service to Principle and we will work with you to deliver services/products which are socially, economically and environmentally responsible</p>

We accept and agree to work to this charter and we will communicate it to our employees

<p>Name</p>	
<p>Signed</p>	
<p>Position</p>	
<p>Date</p>	