

JOHNSON SERVICE GROUP PLC SUSTAINABLE PURCHASING POLICY

Purpose and Scope and Definition

This document defines and outlines the Johnson Service Group Plc (JSG) approach to sustainable purchasing and the commitments made by the company to transition to improved sustainability across our operations and those of our value chain.

With the publication of The Johnsons Way, we have clearly identified our material issues and have committed to achieving a suite of targets across the four pillars of "Our Family", "Our World", "Our Integrity" and "Our Communities". We acknowledge that our environmental and social impacts are wide and varied and that effective change will only be possible by cascading and supporting the sharing of our values and behaviours into our value chain and working in partnership with our customers and suppliers.

This policy applies to all JSG employees, subcontractors and agency workers or any other person engaged to undertake purchasing activities on behalf of JSG. Certain elements of the policy also apply to our suppliers, partners and customers.

Definition of Sustainable Purchasing:

"...a process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment". (Source: Procuring the Future, 2006)

Goals and Objectives

JSG is committed to transitioning to an even more sustainable procurement model and has committed to increasing the volume of sustainable products we offer to our customers.

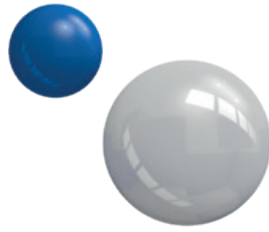
In alignment with our published "Vision 2030 Targets", JSG's Sustainable Purchasing objectives are:

- To comply with all relevant legislation and regulatory requirements and ensure we always act responsible and ethically in our day-to-day business operations
- To promote, encourage and facilitate sustainable awareness and behaviours amongst our value chain, including our suppliers, customers and business partners
- To transition towards procurement of more sustainable products and services, with the aim of having fully sustainable core products as our preferred offering by 2030
- To continue to measure our sustainability performance and increase transparency of our metrics
- To include sustainability related criteria when evaluating offers from potential suppliers and monitor the sustainability performance and behaviours of existing suppliers
- To move towards greater weighting of sustainability considerations for all commercial decisions including customer partnerships

Implementation – Working with Our Customers, Suppliers and Partners

The success of our brand relies upon our reputation for behaving ethically and having partners who do so too. We will continue to cascade and influence sustainability ideals and requirements across our whole value chain. It is our aspiration to work with partners who have the same long-term sustainability goals as ourselves so that we can deliver long lasting change across the industry.





We are committed to further developing:

- Clear and consistent sustainability criteria for partners wishing to work with us that will be included in tender packs and processes
- A Group-wide Supplier Sustainability Framework including:
 - **Our Guiding Principles of Supplier Conduct**
 - Supplier sustainability onboarding requirements
 - Ongoing audit and compliance checks to ensure continual improvement of supplier sustainability performance
- Improved collaboration and relationships with our customers to influence and encourage development of positive sustainability behaviours through **Our Guiding Principles for Customers**

Implementation – Our Operations

The Executive Sponsor of the “Our Integrity” Pillar has overall accountability for this policy and is responsible for ensuring it is implemented. We will review it again for relevance and effectiveness no later than January 2024 and make any changes as necessary. It is accessible to our employees via our internal intranet – Vision+ and site noticeboards and to other interested parties on the Sustainability area of the Johnson Service Group website.

