

Sustainability Policy

A shared Responsibility



IFS Ultimo

Sustainability Policy

A shared responsibility

Our suppliers recognize the importance of sustainability and the role we play in creating a more sustainable future. Like IFS Ultimo, they are committed to reducing our environmental impact and improving the social and economic well-being of the communities in which we operate.

All contracts with Third Party Suppliers must have the “IFS Ultimo Sustainability policy” (this document) appended to them.

All third-party agreements are handled with support from the Legal and Security teams. From time to time, IFS Ultimo may update its documentation and, in such cases, Third Party Suppliers will be updated accordingly.

Third Party Suppliers are responsible for complying with IFS Ultimo policies and must confirm their interpretation or obtain further information where necessary.

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1. ENVIRONMENTAL SUSTAINABILITY

Third Party Suppliers must comply with all applicable environmental laws and regulations, and they must demonstrate a commitment to environmental stewardship by minimising their environmental impact through reducing waste, energy consumption, and greenhouse gas emissions.

- **Energy Efficiency:** work to improve energy efficiency by reducing energy consumption, increasing the use of renewable energy sources and implementing energy-saving practices.
- **Waste Reduction:** strive to reduce waste by minimising packaging, promoting recycling and composting, and using sustainable materials.
- **Water Conservation:** conserve water by reducing water consumption, promoting efficient water use, and implementing water-saving practices.
- **Sustainable Transport:** encourage the use of sustainable transport methods, such as cycling, walking, and public transport.

2. SOCIAL SUSTAINABILITY

Third Party Suppliers must uphold ethical labor practices, including fair wages, safe working conditions, and no use of forced labor or child labour.

- **Fair Labor Practices:** promote fair labor practices by ensuring safe and healthy working conditions, providing fair wages and prohibiting discrimination.
- **Human Rights:** respect human rights and promote ethical conduct throughout our supply chain, including prohibiting child labor, forced labor and human trafficking.
- **Community Engagement:** engage with and support the communities in which suppliers operate by contributing to local economic development, supporting social initiatives and promoting cultural diversity.
- **Diversity and Inclusion:** promote diversity and inclusion by creating a workplace that is welcoming to people of all backgrounds, including those from different ethnic, religious and cultural backgrounds.

3. ECONOMIC SUSTAINABILITY

Third Party Suppliers must ensure that their products and services are responsibly sourced and that they do not contribute to deforestation, habitat destruction, or other harmful impacts on biodiversity.

- **Responsible Sourcing:** strive to source our products and services responsibly, ensuring that they are produced in an environmentally and socially responsible manner.
- **Cost Efficiency:** seek to reduce costs by implementing sustainable practices that improve efficiency and productivity and reduce waste and energy consumption.
- **Transparency:** be transparent about our sustainability performance, report on progress and share information with stakeholders.
- **Innovation:** encourage innovation in sustainable practices, including the development of new technologies and products that contribute to a more sustainable future.

- Sustainable Future: contribute to the creation of a more sustainable future, while also improving business practices and creating long-term value for stakeholders.
- Transparent Reporting: supplier must provide accurate and transparent reporting on their sustainability practices, including environmental and social impact, carbon footprint and progress towards achieving their sustainability goals.
- Continuous Improvement: continuously improve sustainability practices and identify opportunities for improvement.

4. CARBON FOOTPRINT

Wherever Third Party Suppliers generate travel services or provide utilities or power services, Third Party Suppliers will proactively measure the relevant carbon footprint for those services consumed by IFS Ultimo. These measures shall be provided to IFS Ultimo on an annual basis, if not more frequently, for purposes of jointly monitoring and/or initiating options for reducing carbon emissions.

5. COLLABORATION AND SUPPORT:

We are committed to supporting our Third Party Suppliers in meeting our sustainability expectations. We will also engage in ongoing dialogue with our suppliers to identify opportunities for improvement and to share best practices.

CONFIRMATION

By signing this policy, supplier confirms that it has read and familiarised itself with the above and commit to adhering to the principles and requirements.

Company name:

Name of person authorised to sign:

Position:

City:

Date:

I hereby confirm that I have read and understood this policy.