

Klasse Group Ltd Responsible Sourcing Policy

Our Responsible Sourcing Policy encompasses our commitment to ethically sourcing materials in a responsible and sustainable way. Klasse Group Ltd is continually aiming to minimise risk within our supply chain and to source responsibly. We strive to be the best for our customers and our people and look to make a positive contribution to society.

We aim to ensure that we deal with suppliers who also recognise their responsibility to the people they employ, the communities they affect and their impact on their local and global environment.

Responsible sourcing considers all stages of the manufacturing process from raw materials through to supply of our products through to disposal. Our business operates the following policy setting standards that we expect our suppliers to adhere to and we will work with suppliers to support any necessary improvements and encourage continuous improvement.

Health & Safety

Our objective is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees.

We also accept our responsibility for the health and safety of other people who may be affected by our activities. Also ensuring that our suppliers join us in committing to their own Health and Safety policy and demonstration of safe practices.

Environment

We are committed to the continual improvement of our Environmental Management System, according to compliance obligations, by following the principles and requirements of the ISO 14001:2015 Standard. All our employees act to protect the environment by preventing and eliminating environmental pollution through:

- Continual education to prevent environmental pollution, preserve natural resource and raising of environmental awareness
- Exploration of new materials with smaller environmental footprints and improvement of hazardous waste management
- Decrease of non-renewable energy consumption and replacement with renewable energy sources
- Following environmental procedures to decrease environmental pollution, and prevent degradation and damage to the environment
- Ensuring that materials and products are sourced in a way that minimises negative environmental impact and promotes sustainability

Employees and Community

We ensure that our employees receive training, support and development opportunities to enable them to make a fulfilled and sustainable contribution to the company.

We have systems in place to encourage the reporting of concerns and the protection of whistle blowers. Staff are expected to report concerns and management are expected to act upon them.

We treat our stakeholders fairly and with respect.

Suppliers

We strive to build long standing relationships with suppliers and customers based upon mutual respect and trust. Making clear our expectations of business behaviour and our values laid out in our Code of Conduct, with minimum standards as a condition of business.

We have robust supply chain and business management processes within our ISO9001 Quality Management System which ensures that all suppliers are compliant and subject to regular review. We assess suppliers against relevant criteria and challenge where necessary.

We make sure that our direct suppliers comply with an internationally recognized set of labour standards based on ILO conventions or equivalent. These include especially a strict prohibition of forced and child labour, a respectful and non-discriminatory treatment of all employees as well as the payment of fair wages.

Legal and Business Practices

We commit our business to implement this policy across our supply chains with annual reporting of progress and performance in key areas.

We require that our suppliers comply with all applicable laws and regulations.

We ensure a high level of understanding of the risks of potential modern slavery and corruption in our supply chains and our business, we provide training to relevant members of staff.

We have systems in place to encourage the reporting of concerns and the protection of whistle blowers. Staff are expected to report concerns and management are expected to act upon them.



Glenn Haughton
Managing Director

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