

THE DELPHIS ECO SUPPLY CHAIN CHARTER

Delphis Eco has been manufacturing environmentally friendly cleaning products since 2007, we aim to create cleaning products that are made from plant-based ingredients, sourced sustainably and most importantly, that are as effective, or more than, our competitors.

Our mission is to lead our industry through innovation and our society to a sustainable future. To achieve this, we created the UK's first 100% post-consumer recycled plastic bottle (PCR), we were the first UK manufacturer to receive the EU Eco-label and we have been proud certified B-Corp members since 2018.

This charter reflects Delphis Eco's ambition of being a key ally to our partners who seek to be at the forefront of change within their Value Chains and assist us with our plan to be Net Zero by 2030.

THE CHARTER

- Commits organisations to designing waste out of their Value Chains and to achieving Corporate Social Responsibility (CSR) by focusing on environmental targets and working policies
- Recognises that different organisations will have different starting points – therefore we encourage each organisation to set their own targets, where appropriate, and to implement the right strategy for their organisation. We are here to help partners wherever possible.
- Requires organisations to share bi-annual progress to deliver against internal targets set to close the loop and commitment to CSR, by doing this, organisations contribute to the transparency and accountability required to drive change.

My organisation commits to:

- minimise environmental impact by having effective environmental management systems in place. This includes but is not limited to setting challenging carbon reduction targets, measuring and managing environmental performance, using resources wisely and delivering services in an environmentally friendly manner;
- share progress reports against environmental targets every 6 months;
- champion a culture that values diversity, inclusion and equality;
- uphold the highest standards of Human Right and Labour Rights;
- process data fairly, lawfully and only to the extent necessary for the purpose. Notify Delphis Eco of any delays and incidents without delay; and
- comply with health and safety standards to guarantee the health and wellbeing of employees, partners, communities and the planet.



INTRODUCTION

Our Charter sets out what we expect from our partners and in turn what our partners can expect from us. It outlines Delphis Eco's commitment to the responsible and transparent management of our environmental impacts, and economic and social values, and aims to develop long-term partnerships that are mutually beneficial across our supply chain.

At Delphis Eco we aim to:

- Develop effective partnerships with old and new supply chain members
- Promote a culture of collaboration
- Deliver the highest standard of quality, environmental and sustainability responsibility

1. HEALTH & SAFETY

Minimum requirements for suppliers:

- Complying with the Health and Safety at Work Act 1974
- Effective health and safety management systems
- Occupational health services appropriate for the nature and scale of their business and services
- Compliance with relevant legislation such as CoSHH (Control of Substances Hazardous to Health), REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances Directive) where appropriate
- Make proper provisions for the health, safety and welfare of all employees, contractors, visitors and those in the community who may be affected by activities

We expect:

- All of our partners to comply with health and safety standards to guarantee the health and wellbeing of employees, partners, communities and the planet

Together we can:

- Provide safe and healthy workplaces
- Positively impact our employee's wellbeing

2. ENVIRONMENTAL & SUSTAINABILITY MANAGEMENT

Good environmental management encompasses areas like energy use, carbon emissions, waste management, water management, appropriate use of resources and ethical and sustainable sourcing of raw materials.

Minimum requirements for our partners:

- To comply with environmental legislation
- To seek optimisation of energy consumption, preferably from renewable sources
- To work with us to help us become carbon neutral by 2030
- Use re-used and recycled materials wherever possible
- Implement a process to manage the risks and opportunities of Climate Change
- Use sustainability criteria in the assessment and selection of our suppliers
- To dispose of harmful substances and materials appropriately, avoiding contamination of rivers, seas and protected national parks
- To adopt measures that prevent pollution to air, land and water.
- Focus on increasing fleet efficiency and reducing emissions from the distribution of our products
- Contribute to our requirement to continuously achieve B-Corp standards

We expect:

- All of our partners have effective environmental management systems
- A report on the targets and reductions achieved on a bi-annual basis

Together we can:

- Reduce our carbon footprint by setting challenging carbon reduction targets, measuring, and managing environmental performance, using resources wisely and delivering our services in a sustainable manner

3. HUMAN RIGHTS & MODERN SLAVERY

At Delphis Eco we will uphold the highest standards of human and labour rights as detailed in the United Nations' Universal Declaration of Human Rights and the International Labour Organisation's fundamental conventions on labour rights. We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking within our value chain.

Minimum requirements for our partners to:

- Not accept child labour and any practice that inhibits the development of children
- Ensure that all employment is freely chosen
- Not traffic individuals for labour exploitation.
- Adhere to the overriding principles and ethos of the Universal Declaration of Human Rights

We Require:

- All our partners comply and uphold the highest standard of Human Rights and Labour Rights.

Together we will:

- Uphold the highest standards of human labour rights as detailed in the United Nations' Universal Declaration of Human Rights and the International Labour Organisation
- Offer a safe workplace that is free from harm, intimidation, harassment or fear
- Prevent modern slavery in all its shapes and forms across our Value Chains and Businesses

Please see our Modern Slavery statement available [here](#).

4. EQUALITY, DIVERSITY, AND INCLUSION

As a small modern organisation, Delphis Eco is committed to eliminating discrimination and encouraging diversity amongst the workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

We strive to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age.

Minimum requirements for our partners to:

- Encourage diversity and promote an inclusive workplace which respects and observes every individual's rights
- Have policies in place that prevent harassment, and discrimination in all its forms, including physical, verbal, or psychological.
- Tackle racism, remove bias and provide equal opportunities for all.
- Support the growth and technological development of all types of business

We expect:

- Our partners to promote an inclusive workplace in which diversity and equality is valued and encouraged

Together we will:

- Create an environment in which individual differences and the contributions of all staff are valued
- Have supportive and inclusive workplaces where diversity thrives
- Work with diverse partners that bring forward disruptive innovation and disruptive technologies

5. PRIVACY

Minimum requirements for our partners:

- Process data fairly and lawfully and only to the extent necessary for the purpose
- Investigate any incidents involving personal data without delay and notify Delphis Eco of any incidents
- Have appropriate technical and organisational measures in place to protect personal data

We expect:

- Our partners to respect and uphold non-disclosure and confidentiality agreements.

Together we will:

- Protect the privacy and comply with relevant data protection and privacy laws.

6. FREEDOM OF ASSOCIATION

At Delphis Eco, we uphold and respect the principles of freedom of association and collective bargaining as fundamental human rights. As a signatory to this Supply Chain Charter, we are committed to promoting and protecting these rights throughout our supply chain.

We recognise the importance of fostering an environment in which workers, without any distinction, have the freedom to establish and join organizations of their own choosing, including trade unions, and to engage in collective bargaining. This extends to all tiers of our supply chain, ensuring that workers, suppliers, and stakeholders can exercise these rights without fear of discrimination, harassment, or retaliation.

We are dedicated to working collaboratively with our suppliers and partners to:

- **Promote Worker Awareness:** We encourage and support efforts to raise awareness among workers regarding their rights to freedom of association and collective bargaining. This includes facilitating education and information sharing.
- **Non-Discrimination:** We unequivocally oppose any form of discrimination against workers based on their participation in trade unions or other worker organisations.

- Dialogue and Negotiation: We recognise the importance of open and constructive dialogue between workers and management, and we support the negotiation process to address workplace issues, improve working conditions, and ensure fair wages.
- Respect for National Laws: We expect our suppliers and partners to adhere to all applicable national and international laws, regulations, and conventions related to freedom of association and collective bargaining.
- Grievance Mechanisms: We establish grievance mechanisms to allow workers and stakeholders to report violations of their rights without fear of retribution. We commit to promptly addressing and resolving these grievances.
- Continuous Improvement: We are committed to the ongoing improvement of labour practices throughout our supply chain and pledge to work collaboratively with our partners to ensure the respect and protection of freedom of association and collective bargaining.

7. REPORTING AND TRANSPARENCY

At Delphis Eco we recognise that having a positive sustainability impact is not always possible in the area of Supply Chain. However, given that scope 1 and 2 of our partners directly impact our scope 3 there is a minimum we expect our partners to:

- Publish their performance openly and transparently
- Address, with the highest priority, any significant sustainability risks that might negatively impact their carbon footprint. In such circumstances, we will seek evidence that suppliers are compliant without requirements

We expect:

- Our partners manage their supply chains by the most appropriate best practice standard

Together we can:

- Lessen the impact of our operations on the environment as we move towards lowering our carbon emissions across our activities

8. COMMUNITY OUTREACH AND CSR

We want to do more than simply manufacture eco-friendly cleaning products. We strongly believe in supporting the communities we operate in and in making valuable contributions with our time, our energy, and the resources available to us.

We are involved in a few different projects:

- **Tops Off Campaign** – Together with First Mile we partnered up at the beginning of the pandemic to address the shortage of bottle triggers and pumps by encouraging re-usability and recycling of bottle closures!
- **Mini Rugby** - We sponsor groups of young players, whilst at the same time ensuring they are clean and safe!
- **The Eco Turtle Project** - We work together with schools, not only keeping them clean but also introducing children to the huge impact plastic is having on our planet!

The Project's primary aim was to embed sustainability education into the school's curriculums at the time of its inception in 2011. It was developed by a group of 8-year-old children in primary school and aimed to cover the three E's: education, environment, and entrepreneurship. Now in 2021, this Project has grown beyond our belief and whilst we still have the same aims, we now also travel to schools with a 100% Post-Consumer Recycled Plastic mega-inflatable, Tim the Turtle. Tim has visited schools, exhibitions and even the climate change protest in 2018.

- **Recycled Plastic Rating (RPR)** - We have developed a Trusted Mark that denotes the percentage of plastic content across all parts of the packaging. Our RPR mark empowers consumers to live sustainably by allowing them to visibly identify packaging that is sustainable at the point of purchase.
- **Eco Turtle Foundation** – all profits from the RPR mark will go towards sustainability education.
- **University of Cambridge (CISL)** – sponsorship of a master's student to study Sustainability Leadership

Together we can:

- Enable communities to thrive.