

# Environmental And Ethical Purchasing Policies 2019



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## **Environmental Purchasing Policy**

Peveril Decorators Limited recognises the need to act in an environmentally sensitive way, when carrying out purchasing activities to, whenever possible, minimise the impact on the environment.

This policy provides a framework to staff and suppliers to take environmental issues into account. We will therefore:-

1. Comply with all relevant EU and UK procurement law.
2. Ensure relevant environmental issues are considered as part of our purchasing procedures.
3. Minimise waste and encourage re-use and recycling of products;
4. Whenever possible purchase goods and services that achieve recognised environmental and ethical standards. Where this is not possible, take reasonable steps to identify and procure the environmentally preferable option;
5. Avoid the use of hazardous chemicals where a less damaging alternative is appropriately available;
6. Consider carbon reductions, both at our offices and on sites;
7. Minimise the use of non-renewable natural resources and support the use of sustainable sources, including whole life cycle in the selection of products and use of local materials n(where possible).

To achieve our objectives we will:-

- Ensure our suppliers and subcontractors are aware of our environmental and sustainability policies, objectives and processes;

- Work with our clients and suppliers and to investigate and introduce environmentally friendly processes and products;
- Review our procurement processes and products to reduce their environmental impact;
- Ensure that consideration is given in the procurement of energy, water and materials to include a facility for suppliers to submit alternatives that help Peveril Decorators Limited to implement this environmental procurement policy;
- Develop training programmes to motivate staff to work in a sustainably responsible manner and to play a part in developing new ideas and initiatives.

## **Ethical Purchasing Policy**

Peveril Decorators Limited's policy is to seek to purchase goods and services which are produced and delivered under conditions that do not abuse or exploit any persons or the environment. These considerations will form part of the evaluation and selection criteria for all goods and services purchased by Peveril Decorators Limited.

### **Purpose**

The purpose of the policy is to promote good labour and environmental standards in the supply chain of goods and services to our clients and protect Peveril Decorators Limited and our client's reputation.

### **Employment is freely chosen**

Freedom of association and the right to collective bargaining are respected. Workers have the right to join or form trade unions of their own choosing and to bargain collectively.



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## **Working conditions are safe**

A safe and hygienic working environment shall be provided, bearing in mind the knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health occurring in the course of work by minimising the causes of hazards in the working environment. Workers shall receive regular and recorded health and safety training and training shall be made available for new workers.

## **Child Labour shall not be used**

There shall be no recruitment or use of child labour.

## **Living wages are paid**

Wages and benefits paid for a Standard working week meet, at a minimum, national legal standards or industry benchmarks, whichever is higher. Wages should always be high enough to meet basic needs and to provide some discretionary income.

## **Working hours are not excessive**

Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

## **No discrimination is practised**

There is no discrimination is practised in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

## **No inhumane treatment is allowed**

Physical abuse or discipline, the Threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

## **Peveril Decorators Limited expects suppliers to:**

Accept responsibility for labour and environmental conditions under which products are made and services provided. This includes all work contracted or subcontracted and that conducted by home or other out-workers.

Assign responsibility for implementing the policy to a senior manager.

## **Both parties will:**

Require the immediate cessation of serious breaches of the policy and if necessary terminate the business relationship. Seek to ensure all employees are aware of their rights and involved in the decisions which affect them. Avoid discriminating against enterprises in developing countries. Recognise official regulation and inspection of workplace standards, and the interests of legitimate trades unions and other representative organisations. Seek arbitration in the case of unresolved disputes.

The Environmental and Ethical Purchasing Policy will be periodically reviewed to ensure its continued suitability within an everchanging industry

Signed



R. Sims, Managing Director



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