



Ethical Purchasing Policy

Address:
5 Sovereign Court,
8 Graham St, Birmingham,
B1 3JR
Contact: 02039838555
Email: info@4SSG.co.uk
Web: <https://4ssg.co.uk/>

1. PURPOSE:

4SSG UK Limited is committed to responsible and ethical sourcing in all procurement activities. This Ethical Purchasing Policy outlines our approach to ensuring that the goods and services we procure are obtained in a way that aligns with our values of integrity, sustainability, and respect for human rights.

2. POLICY OBJECTIVES:

- a. To ensure all suppliers operate ethically and comply with relevant laws and standards.
- b. To promote fair labour practices and safe working conditions within our supply chain.
- c. To prioritise environmentally sustainable products and services.
- d. To support suppliers who demonstrate transparency, social responsibility, and environmental stewardship.

3. SUPPLIER EXPECTATIONS

4SSG UK Limited expects all suppliers to meet the following minimum standards in their operations and supply chains:

- a. Compliance with national and international labour laws, including no use of forced or child labour.
- b. Provision of safe and hygienic working conditions.
- c. Respect for the rights to freedom of association and collective bargaining.
- d. Payment of fair wages and reasonable working hours.
- e. Minimisation of environmental impact through waste reduction and responsible resource use.
- f. Ethical business practices, including no corruption, bribery, or anti-competitive behaviour.

4. PROCUREMENT PRACTICES:

- a) Preference will be given to suppliers who share our commitment to ethical standards.
- b) Regular supplier evaluations will consider ethical performance, not just cost and delivery.
- c) Where possible, local and minority-owned businesses will be prioritised.
- d) Contracts may include clauses requiring compliance with ethical standards.

5. MONITORING AND COMPLIANCE

4SSG UK Limited reserves the right to assess or audit supplier practices to ensure compliance with this policy. If a supplier is found to be in serious breach of our standards, we may suspend or terminate the business relationship.



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6. CONTINUOUS IMPROVEMENT:

We will work with our suppliers to improve ethical standards through collaboration, feedback, and corrective actions where needed. This policy is part of our broader commitment to corporate social responsibility and sustainable business practices.

7. POLICY REVIEW:

This **Ethical Purchasing Policy** will be regularly reviewed by the HR Manager and updated as necessary.

The Managing Director shall review this policy annually or follow significant changes.

A handwritten signature in black ink, appearing to read 'Nadeem Hussain'.

Nadeem Hussain

4SSG UK Limited

This policy is reviewed on 01 – 08 – 2024