

Procurement Policy Statement

This policy applies to all persons working with or for Invinity in any capacity.

Invinity is committed to conducting business with integrity and honesty and in a socially responsible and sustainable way. We look to work with suppliers who reflect these values. Invinity has an international supply chain and we expect all our suppliers to conduct their business in compliance with all applicable laws and deliver long-term social, environmental and economic benefits for the communities in which they operate.

We recognise that our supply chain is an integral part of our business operations. Our suppliers are required to ensure that all persons working for them (whether employed or not) are appropriately qualified, trained and have the necessary skills and expertise to perform their duties.

As a minimum we expect:

Legal compliance - We require our suppliers to ensure that all activities are conducted in accordance with all applicable international, national and regional laws and regulations. This includes, but is not limited to, laws and regulations relating to health and safety, the environment, labour and corruption.

Employment standards - We require our suppliers to respect and comply with the fundamental rights granted to workers under applicable local laws. This includes taking due account of local laws and providing appropriate protection in the following areas:

- **Equal treatment** - All workers should be able to enjoy a safe, respectful work environment free from all forms of discrimination, abuse and harassment.
- **Remuneration and working time** – should meet as a minimum the levels set by the applicable local laws.
- **Freedom of association** - All workers for the supplier should be free to form or join a workers council or other employee trade union body
- **Child labour** - The supplier should comply with all applicable child labour laws and also observe the International Labour Organisation's Convention concerning Minimum Age for Admission to Employment of 15.
- **Forced labour** - All workers for the supplier should be employed voluntarily

Invinity recognises the duty of care we have for people working in our extended supply chains and we expect our suppliers to operate to the highest levels of integrity and honesty.

This policy statement should be read in conjunction with our statement on modern slavery.

Our Procurement Policy Statement will be reviewed annually.