

2025

CAMIDA

Sustainable Procurement Policy

CAMIDA

SPP002

Document Information

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VERSION CONTROL

VERSION	DATE	SUMMARY OF CHANGES	UPDATED BY
001	May 23 2024	Initial version	Lisa Spillane
002	September 30 2025	Update	Sheila O'Flynn

Consulted: David Anshell

Approved / Reviewed by: Sheila O'Flynn

Document owner: Sheila O'Flynn

Next review due: 30/09/2026

About this Policy

Sustainable Procurement @ Camida

This Sustainable Procurement Policy (SPP) aims to ensure that Camida's purchasing decisions consider not only financial factors but also environmental, social, and ethical impacts.

This SPP outlines our commitment to integrating sustainability principles into its purchasing processes, and serves as a framework for making procurement decisions that consider environmental, social, and economic impacts.

By adhering to the commitments in this document, we at Camida aim to make responsible purchasing decisions that contribute to sustainability, social well-being, and economic health, ultimately supporting the broader goals of sustainable development.

Policy Ownership

Sustainable Procurement @ Camida

This policy is owned by Sheila O'Flynn (Quality Technician) and approved by David Anchell (CEO).

This policy was adopted in May 2024 and will be reviewed on an annual basis.

This policy is subject to change and may be amended based on guidance and changes to our overall sustainability ambitions.

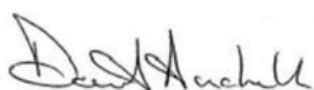
Departmental managers have day-to-day responsibility for this policy, and you should refer any questions about this policy to them in the first instance.

Suggestions for changes or additions to this policy are welcome and should be reported to the ESG Team at Camida.

This policy covers all employees, officers, directors, consultants, contractors, part-time workers and any other type of worker connected to Camida.

This policy has been implemented following consultation with Camida's ESG Team.

This policy does not form part of any contract of employment or other contract to provide services, and it may be amended at any time.



David Anchell
CEO

SPP

OUR PROMISE

At Camida, we recognise the importance of understanding the impact of our business activities throughout our supply chains. We are committed to conducting our business in a responsible, ethical, and sustainable manner. We understand the importance of ethical governance, social issues, and environmental impact in our supply chain and procurement activities.

Through this SPP, we endeavour to align our purchasing strategies with the broader organisational goals of Camida, contribute to environmental stewardship, social equity, and economic resilience.

At Camida, responsible sourcing is not just a policy; it is an integral part of our corporate culture. We believe that by adhering to these principles and working closely with our suppliers and stakeholders, we can create a positive impact, protect human rights, preserve the environment, and contribute to a sustainable and responsible global supply chain.

SPP

PARTNER TRACKER

Implementing this SPP is critical for Camida to uphold its commitment to environmental and social responsibility.

To the team at Camida, a truly meaningful SPP starts with the partnerships we choose to establish as we do business.

Maintaining a list of approved suppliers who actively collaborate to minimise their environmental footprint and enhance social welfare aligns with our values and objectives.

By partnering with suppliers dedicated to sustainable practices, Camida not only reduces its own environmental and social impact but also contributes positively to the broader community and ecosystem.

This proactive approach not only strengthens supplier relationships but also ensures that our procurement decisions reflect our dedication to sustainability, fostering a more resilient and responsible supply chain.

Our approved supplier list can be accessed through Camida's Quality and Compliance Department. It is maintained in a digital format, such as a secure database, which allows for easy updates and access by authorised personnel. This format ensures transparency and facilitates efficient communication of Camida's sustainability requirements to suppliers.

SPP

DELIVERING OUR PROMISE

To illustrate how we plan on achieving our promise, we have listed some of the key elements of our approach:

1. Environmental Protections

Reducing negative environmental impact by choosing products and services that are eco-friendly, have a lower carbon footprint, and promote resource conservation.

2. Social Responsibility

Support fair labour practices, promote human rights, and contribute to community well-being by selecting suppliers who adhere to ethical labour practices.

3. Economic Efficiency

Achieve long-term cost savings through energy efficiency, reduced waste, and the purchase of durable, high-quality products.

SPP

DELIVERING OUR PROMISE

4. Compliance and Risk Management

Ensure compliance with relevant regulations and standards, reducing legal and reputational risks associated with unethical or unsustainable practices.

5. Market Influence

Encourage and support the development of sustainable products and services, influencing market trends towards more sustainable options.

6. Stakeholder Trust

Build trust and enhance our reputation among customers, suppliers, employees, business partners, and community by demonstrating a commitment to sustainability.

Ongoing Commitments

Camida's Leadership Team prioritises staying ahead of sustainability-related opportunities and risks, as well as emerging market trends and regulatory requirements

We regularly review and audit our sustainable procurement practices across the business and work directly with employees and stakeholders to promote improved environmental performance.

At Camida we are driven by continuous improvement.

We are dedicated to strengthening our sustainable practices with the goal of contributing to positive impacts on the environment and society.

We strive to lead by example in our industry and will ensure that this Sustainable Procurement Policy is available to all stakeholders upon request. It will be annually reviewed to allow for feedback and ongoing development of actions and targets.

Policy Compliance

Compliance with this policy will be continually monitored through any or all of the following methods:

- Review of records maintained by the ESG Team
- Reports or feedback from staff
- Any other method

What are the consequences for failing to comply?

Because of the importance of this policy, failure to comply with any requirement will be addressed by completion of a full retraining of our procedures, with follow up to ensure compliance.

When will this policy be reviewed?

We will review this policy annually as part of our overall risk management process.

We will also review this policy if:

- There are any major changes in the law
- We identify or are alerted to a weakness in the policy
- There are changes in the nature of our business, our clients or other changes which impact on this policy

Where can I get further advice on Sustainability matters?

You can get further advice and guidance from the ESG Team by contacting them at esg@camida.com.

THANK YOU.

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