

Glen Dimplex Group Ethical Sourcing Policy

Purpose: The purpose of this Ethical Sourcing Policy is to outline how Glen Dimplex conducts and expects its suppliers to conduct all purchasing and sourcing activities in an ethical socially responsible way.

Scope: All Glen Dimplex Business Units engaged in sourcing products and services.

Glen Dimplex is committed to ensuring that within its Supply Base, working conditions are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. At a minimum, Glen Dimplex suppliers must commit, in all their activities, to operate in full compliance with all the laws, rules, and regulations of the countries in which they operate.

Through its “Code of Business Ethics and Conduct”, Glen Dimplex works with Suppliers to ensure that they are meeting the necessary standards. This “Code of Business Ethics and Conduct” draws upon internationally recognised standards, in order to advance social and environmental responsibility. The Code sets out the standard of ethical conduct Glen Dimplex expects from its suppliers. Suppliers are requested to sign up to the Code and to ensure that they comply with it. The Code also sets out the implications for a supplier breaching the code, including termination of the business relationship.

As part of Glen Dimplex’s initiative to identify and mitigate risk, the Glen Dimplex Group is a member of Sedex. Sedex membership and the use of its online platform is used to perform reviews of the existing supply base as well as facilitate due diligence when taking on new suppliers.

It is the responsibility of each Glen Dimplex Group Company to ensure that its policies and procedures adhere to this Ethical Sourcing Policy. A Senior Manager within each Glen Dimplex Group Company is assigned responsibility to ensure adherence. All key staff within Glen Dimplex supply chains are made aware of this Ethical Sourcing policy and any other relevant company policies or procedures.

Documentation relating to local policies and procedures are maintained locally by each Glen Dimplex Group Company.

Version	Date	Changes made	Reviewed by	Approved by
V0.4	25/11/2022	Official Draft	John Kelliher Director Group Purchasing	Neil Stewart COO Glen Dimplex 