



SUSTAINABLE PROCUREMENT STRATEGY

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Document Information

Document Name	Document Number	Date Approved	Rev. Date	Reason for Change	Retraining Required?	Review Frequency
Sustainable Procurement Strategy	WT-00057	12 Dec 2023	Rev 1	New	No	Annual

Document Revision

Date	Revision Number	Details of Revision	Author	Approval

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1. Introduction

In today's interconnected world, sourcing human resources sustainably is not only essential for meeting business needs but also for fostering ethical practices and environmental responsibility. As a remote working management consultancy, our procurement strategy focuses on acquiring skilled professionals to deliver consultancy services while adhering to principles of sustainability and responsible business conduct.

2. Ethical Sourcing Principles

2.1. Supplier Diversity

We commit to embracing supplier diversity by actively seeking out and partnering with a diverse range of independent consultants, freelancers, and contractors from various backgrounds, including minority-owned businesses and underrepresented communities.

2.2. Fair Labour Practices

We prioritise suppliers and service providers that uphold fair labour practices, ensuring they provide fair wages, safe working conditions, and respect workers' rights in compliance with international labour standards.

2.3. Ethical Standards

Our suppliers must adhere to ethical standards and codes of conduct that align with our company's values, including integrity, honesty, transparency, and respect for human rights, both within their organisations and in their interactions with clients.

3. Remote Work and Environmental Sustainability

3.1. Telecommuting

We recognise the environmental benefits of remote work, including reduced carbon emissions, energy consumption, and traffic congestion associated with traditional commuting. Therefore, we promote telecommuting as a sustainable practice for our remote workforce.

3.2. Digital Collaboration Tools

We leverage digital collaboration tools and technologies to facilitate remote work, virtual meetings, and online collaboration, minimising the need for physical travel, paper-based communications, and resource-intensive office infrastructure.

3.3. Green Procurement

We prioritise sourcing eco-friendly and sustainable office supplies, equipment, and materials for our remote workers, including recycled paper products, energy-efficient devices, and environmentally friendly packaging, to reduce our carbon footprint and environmental impact.

4. Supplier Evaluation and Selection

4.1. Skills and Expertise

We evaluate suppliers based on their skills, expertise, and experience relevant to our consultancy services, ensuring they possess the necessary qualifications and capabilities to meet project requirements and deliver high-quality services to our clients.

4.2. Performance Metrics

We establish performance metrics and criteria for evaluating suppliers' performance, including quality of work, timeliness, responsiveness, and client satisfaction, to ensure we maintain high standards of service delivery and customer satisfaction.

4.3. Sustainability Criteria

We integrate sustainability criteria into supplier evaluation and selection processes, considering suppliers' environmental practices, social responsibility initiatives, and commitment to sustainable business practices as key factors in our decision-making process.

5. Supplier Engagement and Collaboration

5.1. Communication and Transparency

We foster open communication and transparency with suppliers, providing clear expectations, feedback, and support to cultivate a collaborative and mutually beneficial partnership built on trust, respect, and shared values.

5.2. Capacity Building

We support suppliers' capacity building efforts through training, resources, and knowledge sharing to enhance their skills, capabilities, and competitiveness in delivering high-quality consultancy services and meeting the evolving needs of our clients.

5.3. Continuous Improvement

We encourage suppliers to continuously improve their sustainability performance, operational efficiency, and service delivery through ongoing dialogue, feedback, and collaboration, fostering a culture of continuous improvement and innovation in our supply chain management practices.

6. Contract Management and Compliance

6.1. Sustainable Procurement Policy

We develop and implement a sustainable procurement policy that outlines our commitment to ethical sourcing, environmental sustainability, and social responsibility in all procurement activities, providing clear guidance and direction for our suppliers and stakeholders.

6.2. Contractual Obligations

We incorporate sustainability requirements and commitments into supplier contracts, including adherence to ethical standards, compliance with environmental regulations, and reporting on sustainability performance, to ensure accountability and transparency in our supply chain management practices.

6.3. Monitoring and Auditing

We monitor suppliers' compliance with contractual obligations and sustainability commitments through regular audits, assessments, and performance reviews, conducting due diligence to verify compliance and identify areas for improvement or corrective action as needed.

7. Stakeholder Engagement and Reporting

7.1. Stakeholder Consultation

We engage stakeholders, including employees, clients, suppliers, and community members, in the development and implementation of sustainable supply procurement initiatives, soliciting feedback and input to inform decision-making and ensure alignment with stakeholder interests and expectations.

7.2. Transparency and Reporting

We provide transparent reporting on sustainability performance, supplier engagement, and progress towards sustainability goals, demonstrating accountability and commitment to responsible business practices to our stakeholders and the wider community.

8. Continuous Improvement and Innovation

8.1. Feedback Mechanisms

We establish feedback mechanisms and channels for soliciting input, ideas, and suggestions from stakeholders for improving sustainable supply procurement practices and driving innovation in supply chain management, fostering a culture of continuous improvement and innovation.

9. Research and Development

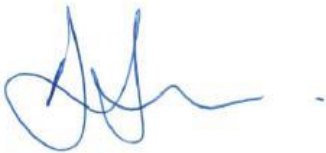
We invest in research and development initiatives to explore innovative solutions, technologies, and best practices for enhancing sustainability and efficiency in procurement processes and supply chain operations, driving positive change and progress towards our sustainability goals and objectives.

By implementing this Sustainable Supply Procurement Strategy, Whitetree can effectively source human resources and services while promoting environmental sustainability, social responsibility, and ethical business practices in a remote working environment. This strategy will be regularly reviewed, updated, and communicated to stakeholders to ensure alignment with sustainability goals and objectives.

10. Approvals

Management Approval required on update by signature below.

Signed:



Printed: David Brown, CEO

Dated: 12th December 2023