

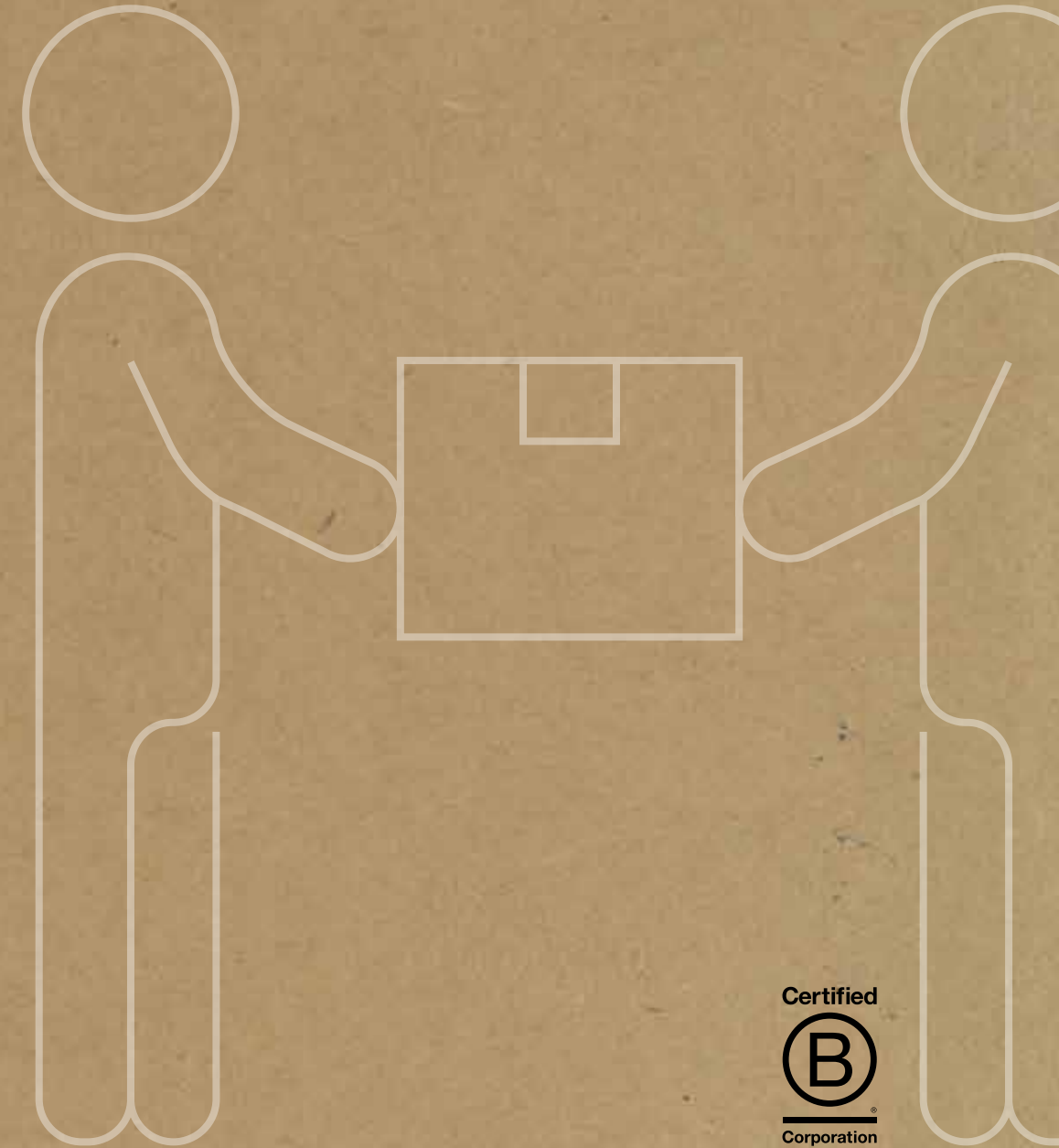
STRIDE TREGLOWN

**A GUIDE TO HOW WE WORK WITH
OUR SUPPLY CHAIN TO GENERATE
SHARED POSITIVE IMPACTS**

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PROCUREMENT

PRINCIPLES



INTRODUCTION

Stride Treglown is an employee-owned architectural practice and a certified B Corporation. We stand for *Better Places, Empowered People, and Resilient Partnerships*.

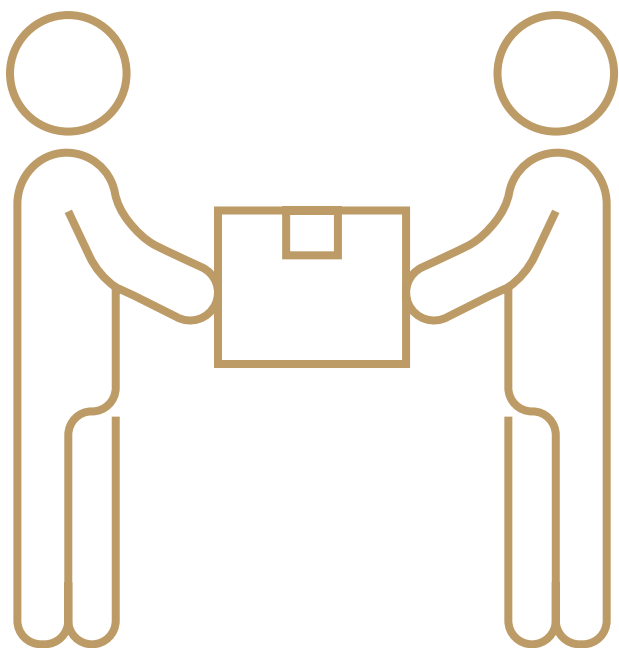
Our business activities have an impact on the environment, communities, and individuals. We therefore believe that not only do we have a responsibility to operate our business ethically and sustainably, we also have an opportunity to have a positive, regenerative impact.

We have developed this Procurement Principles guide to outline our economic, social, and environmental expectations of those that wish to work with us.

For any business that we purchase from, partner with, subcontract with, or interact with in any other way, we wish to set clear expectations about our preferences and to set some clear guidelines about engaging with us.

The following procurement principles are based on five areas linked to B Corp and our expectations are outlined on the following pages. We will expect anyone that we work with to be able to demonstrate via a self-certification process that they have met, or are working to meet, our expectations in these areas.

As we are committed to understanding impact that our supply chain choices have, it seems logical to us that some organisations that we do business with should be able to demonstrate higher levels of action.



IMPACT and impact areas

When we consider our supply chain, we consider the following **5** themes.

These definitions are not exhaustive, they are intended to give a indication of the areas that are important to us.

If you are a fellow B Corporation, then you will likely have previously demonstrated positive impact in most of these areas.



Environmental:
Energy and carbon, biodiversity, waste;

Community:
Human rights, equality, modern slavery, social value;

Employees:
Wellbeing, development, equitable working, fair wages;

Economic: SME support, local focus;

Governance:
Standards, security, health and safety, reporting.

The following pages will discuss the expectations we have of our supply chain and give more examples in each area.

TYPES of supply chain member

We expect this Procurement Principles document to apply to suppliers of all sizes and types: from goods; to works and services; to contractors and sub-contractors; and any other organisations and individuals who form part of our supply chain.

For brevity, the term ‘supplier’ in this document refers to all the above groups of supply chain members.

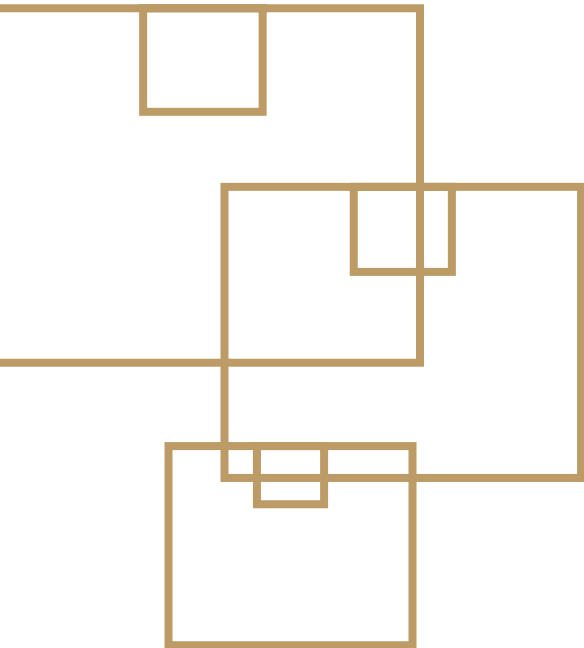
As the amount of business we do with a member of our supply chain increases the more we would expect them to be able to demonstrate activities that meet our preferential guidelines. Similarly, as the duration of our relationship grows, the more we would expect to see evidence of continuous improvement.

The following sections are structured such that small organisations within our supply chain can recognise what our preferences are and demonstrate how they currently meet, or plan to meet them.

Larger organisations are expected to build on those and be able to demonstrate more.

A small organisation that we deal with infrequently will be expected to have done less than a large organisation which we frequently work with, and no organisation or individual is so small that these principles do not apply – there is no minimum size or value.

This document sits alongside our Supply Chain Policy, our formal policy outlining how we consider all purchasing decisions.



TIMELINE

Stride Treglown first launched this principles document at the beginning of 2024.

Our expectation is that we will start using it for new engagements immediately, then retrospectively reviewing existing relationships as renewals or renegotiations come up.

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MINIMUM expectations across the five impact areas

Environmental

- Champion environmental sustainability in everything you do;
- Take steps to minimise waste, water usage, and energy use;
- Have identified your biggest contributions to carbon;
- Not produce products or services that are harmful to health or polluting to the environment.

Governance

- Provide a fair and safe method to solicit employee feedback and engage with employees.
- Have basic cyber security setups including anti malware protection and a regular update schedule;
- Have an internal Quality Assurance scheme;

Employees

- Meet the Living Wage Foundation thresholds for UK minimum wages for all employees in their respective geographic areas;
- Ensure that all employees (including temporary) have a written contract of employment and that they have not had to pay any additional fees to obtain work.

Economic

- Support SMEs as part of your supply chain;
- Prefer local businesses as part of your supply chain.

Community

- Have a positive attitude to inclusion and diversity in general.

ENVIRONMENTAL expectations for larger suppliers

Stride Treglown wants to maximise the opportunities for positive impact on the environment through the work that it does as a business.

As well as the previously highlighted items, you should also:

- Give preference to suppliers and products embracing circular-economy principles;
- Report your annual Scope 1 and 2 carbon emissions and carbon intensity, and have a carbon reduction plan;
- Protect and improve biodiversity;
- Have a policy on diverting waste from landfill;
- Have a plan in place to reduce your carbon emissions by 50% by 2030 and be net-zero by 2050;
- Be able to evidence your Environmental Management Systems;
- Train employees on carbon-related matters such as embodied carbon and emissions.



COMMUNITY expectations for larger suppliers

We want to improve the communities that we and our partners work within and provide for.

As well as the previously highlighted items, you should also:

- Use programmes that promote local employment such as apprentices;
- Engage with the local community and stakeholders to get feedback about projects and proposals;
- Have an up-to-date Inclusion and Diversity policy and actively engage in inclusivity training;
- Produce annual Social Value or Social Impact reports detailing outputs in terms of shared value (not just financial);
- When partnering overseas, provide evidence that you have reviewed working conditions of any third party employees;



EMPLOYMENT expectations for larger suppliers

We care about the working conditions and standards of living for employees along our supply chain.

As well as the previously highlighted items, you should also:

- Have policies on human rights, e.g, modern slavery;
- Engage in active employee training and development, including coaching, mentoring and other support programmes;
- Ensure that recruitment is done in such a way that embraces Inclusion and Diversity.

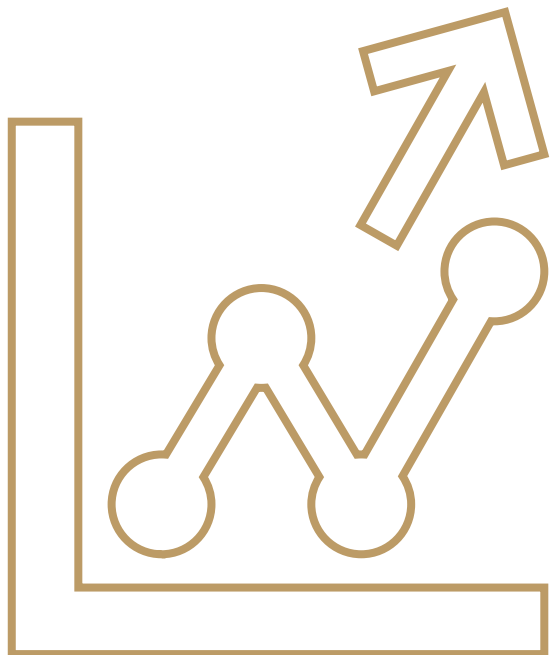


ECONOMIC expectations for larger suppliers

Small and medium sized businesses and local business are an important part of our supply chain.

As well as the previously highlighted items, you should also:

- Consider total cost of ownership of any goods and services before making decisions;
- Pay all suppliers promptly within their agreed terms;



GOVERNANCE expectations for larger suppliers

Stride Treglown aspires to encourage everyone to operate to the highest standards and look for continuous improvement.

As well as the previously highlighted items, you should also:

- Have additional best practice policies on anti-bribery and corruption;
- Comply with an annual Cyber Security check such as Cyber Essentials Plus or ISO27001;
- Comply with a standard for Quality Management System such as ISO9001;
- Embed Health and Safety in work that you conduct;
- Adopt a 'Privacy by Design' approach for any projects;
- Encourage employees to report Health and Safety issues, short-cuts and unsafe behaviour in a supported way;
- Have policies on whistleblowing, reporting GDPR breaches and other security breaches;
- Have a mechanism for collecting employee feedback and having it handled appropriately by the senior leadership team.



WHERE to start

We are looking forward to hearing from you.

In line with our roll-out plan, initially we will use this document to have conversations with supply chain partners and potentials. We will use this as a framework for understanding how you are reaching, or aiming to reach, the expectations laid out in the guide.

It is not expected that every supply chain member tick every box from day one, the intention is for us to be clear about our intended direction of travel and allow our suppliers to know where we want to get, and to drive continuous improvement.

In the future, we will look to collect pertinent evidence from some of our partners, and we will reach out to organisations to ask for additional evidence.

If you hope to be considered as a new member of our supply chain, please be aware that we have many requests from potential organisations who want to work with us, so it may take us some time to review new supply chain members.

We are looking forward to hearing from our supply chain and working together and making the world a better place.



For questions about this procurement principles document please contact
any of the following:

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