

This policy is applicable to all brands within Komfort Partitioning Ltd Distribution, and for products that are sourced and managed through a Central Purchasing Team. Brands include Fire glass UK, European Glass, Saint-Gobain, ESW Knowles, Assa Abloy, Press Metal Industries and Sapa/Hydro.

### Introduction

Komfort Partitioning Ltd recognises the impact it could have on social, environmental, and ethical issues. As a responsible company Komfort Partitioning Ltd implements policies to reduce and mitigate negative and encourage positive impact. These are based on the three headings below and apply both to the Komfort Partitioning Ltd brands and their suppliers.

### Corporate Citizenship

**Respect Employee Rights:** Komfort Partitioning Ltd and all its suppliers are required to comply with the legal rules and regulations applicable in their countries of operation.

In particular, Komfort Partitioning Ltd and its suppliers employ robust systems to minimise the risk of being involved, either directly or indirectly via their supply chains, with forced, mandatory, bonded, trafficked or child labour.

In addition, Komfort Partitioning Ltd are compliant with the requirements of the UK Modern Day Slavery Act, the company statement is available via the website.

**Respect Occupational Health and Safety:** Komfort Partitioning Ltd has in place a policy to identify and prevent risk affecting the health and safety of staff, customers and the communities surrounding their facilities. In addition, all employees are required to comply with applicable Health and Safety instructions when working on Komfort Partitioning Ltd sites. Komfort Partitioning Ltd expects its suppliers to demonstrate the same practices in their own businesses and supply chains.

**Respect the Right to Development:** Komfort Partitioning Ltd guarantees its employees a decent standard of living, promotes diversity and participates in the development of the countries it works in. All suppliers to Komfort Partitioning Ltd are required to demonstrate that they can comply with Komfort Partitioning Ltd expectations within their own businesses and supply chains.

### Commitment to the Environment

Komfort Partitioning Ltd and all its suppliers must be compliant with all local, National and International legal requirements with respect to the environment. In addition, they are required to implement policies to manage and improve manufacturing processes in order to limit the environmental impact through the lifecycle of the products supplied. Komfort Partitioning Ltd especially focuses on reducing impact on ecosystems and biodiversity; optimising consumption of natural resources and energy; reducing emissions of greenhouse gasses, pollutants and volatile organic compounds and reducing waste including developing recycling and open/closed loop solutions. Komfort Partitioning Ltd actively promotes the sales of certified timber products.

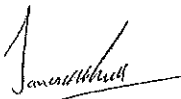
### What is open loop and closed-loop supply chain?

In an open-loop supply chain, used products are recovered by other firms and reused instead of being returned to the original producers. This stands in contrast to a closed-loop supply chain, where such materials are returned to the original manufacturer, who will redistribute them to recover value.

All raw materials, materials and components used in the manufacture and packaging of our products must be traceable.

### Commitment to Legal Compliance

Komfort Partitioning Ltd and its suppliers must carry out their activities in compliance with all applicable domestic and International legal standards. All products sold must comply with the National, European and International laws and regulations required by the country of distribution. Komfort Partitioning Ltd and its suppliers must not be involved in any actions liable to distort or falsify free competition and must refrain from practices that would influence either directly or indirectly any Komfort Partitioning Ltd employee with regards to a commercial relationship. All forms of passive or active corruption in both domestic and international transactions must be rejected.

Signed: 

Date: January 2024

Next review: January 2025

Managing Director: Jim Smith

### Document History

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