



Responsible Sourcing - Statement of Intent

Fuller, Smith and Turner P.L.C. ("Fuller's" or "We") is a leading hospitality company operating premium pubs & hotels across the South of England. Through our sustainability strategy "Life is too good to waste", we want to ensure we operate in an ethical and sustainable way both within our business and throughout our supply chain.

Fuller's understands that improving social, ethical and environmental standards in the supply chain is a challenging process that requires the co-operation of its employees, suppliers and other stakeholders. The Chief Executive has ultimate accountability for sustainability which includes our principles around responsible sourcing. The ESG Committees, chaired by members of the Executive Committee, are responsible for implementation of the whole ESG program to help drive change towards a more sustainable future for Fuller's.

Our responsible sourcing ethos is a fundamental part of the Fuller's strategy for a sustainable & responsible business. Fuller's endeavours to minimise the environmental and social impact of our products and services while acting in accordance with relevant industry standards. We are committed to trading responsibly and continue to enhance and also introduce new processes to ensure that the goods we sell and procure have been produced in an ethical, safe and environmentally conscious manner.

We aim to work with suppliers and contractors that share our standards and to working collaboratively with our supply chain partners towards a responsible business approach, in line with our "Life is too good to waste" strategy.

Fuller's is aware of the potential risks relating to human rights and labour standards in the supply chain. We seek to comply with UK and international guidance and operate in a manner consistent with the principles of the United Nations Universal Declaration of Human Rights and the International Labour Organization.

Fuller's understands that our world faces serious environmental challenges such as climate change and loss of biodiversity. We have introduced environmental considerations into our procurement decisions and have a strong track record of environmental good practice. Fuller's strives to go beyond minimum standards where appropriate.

Fuller's aims to conduct all our business in a fair, honest, and ethical manner. Fuller's is committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Fuller's is committed to continuous enhancement in the responsible sourcing of products and services, and in this regard we will:

- Apply a risk-based approach to ensure we focus on the areas of greatest potential impact within our supply chain.
- Develop a programme to assess key supply chain partners against identified social and environmental risks.
- Work and engage with local and/or smaller vendors where appropriate if there is environmental or social benefit to be gained.
- Promote transparency of practice and decision making, limiting the scope for unethical conduct.