

Caliber.global®	Supplier Sustainability Policy		
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	Owner	Quality Manager	1222

Caliber.global®

Supplier Sustainability Policy

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1. Purpose

This Sustainable Supplier Policy outlines Caliber.global's (Caliber) commitment to sustainability across its supply chain. We aim to collaborate with suppliers that share our values and support our environmental, social, and ethical standards. This policy establishes clear expectations for suppliers in fostering sustainable and responsible business practices.

2. Scope

This policy applies to all suppliers, contractors, and subcontractors who provide goods and services to Caliber, globally and locally.

3. Frameworks and references

This document is made based upon the following standards:

- Global Reporting Initiative (GRI) standards
- ISO 14001, ISO 9001
- Greenhouse gas protocol (GHG)
- United Nations Sustainable Development Goals
- United Nations Global Compact
- Ecovadis

4. Supplier Sustainability Risk Assessment

Caliber applies a risk-based approach when managing sustainability throughout its supply chain.

Suppliers are periodically assessed based on a range of sustainability-related risk factors, including:

- Country of operation.
- Type of products or services supplied.
- Environmental impact of supplied products or services.
- Human rights and labour risks.
- Business ethics and corruption risks.
- Strategic importance of the supplier.
- Criticality within Caliber's supply chain.

The outcome of this assessment determines the level of supplier engagement, monitoring and due diligence applied.

Where elevated sustainability risks are identified, Caliber may request additional information, sustainability evidence or improvement actions from the supplier.

This risk assessment is periodically reviewed and forms part of Caliber's supplier evaluation process.

5. Sustainability Objectives

We are committed to:

- Reducing environmental impact across the supply chain.
- Promoting ethical labor practices.
- Ensuring compliance with all applicable laws and regulations.

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- Supporting transparency, accountability, and continuous improvement.
- Reducing waste in supply chains

6. ESG Policy

We expect that all suppliers have a Environmental Social and Governance (ESG) Policy in place.

7. Environmental Standards

Suppliers are expected to:

- Reduce greenhouse gas emissions (Impact Analyse based upon GHG protocol) and energy use.
- Minimize waste and resource consumption.
- Source materials responsibly (e.g., FSC-certified, recycled, or ethically mined).
- Avoid the use of hazardous substances where possible.
- Support biodiversity and minimize negative environmental impact.

7.1. Additional Environmental Requirement

Suppliers are expected to measure and monitor their greenhouse gas emissions where appropriate and actively work towards reducing their climate impact.

Caliber encourages suppliers to establish measurable greenhouse gas reduction targets and, where relevant, align these ambitions with internationally recognised climate objectives such as the Paris Agreement or Science Based Targets initiative (SBTi).

Suppliers are encouraged to share relevant environmental performance information to support transparency and collaborative emission reduction initiatives throughout the supply chain.

8. Social and Labor Standards

Suppliers are expected to:

- Prohibit forced, bonded, or child labor.
- Provide safe, healthy, and hygienic working conditions.
- Pay fair local wages and ensure legal working hours.
- Respect employees' rights to freedom of association and collective bargaining.
- Promote diversity, equity, and inclusion.

9. Governance

Suppliers are expected to:

- Operate with integrity, transparency, and accountability.
- Avoid corruption, bribery, and any form of unethical conduct.
- Respect intellectual property rights.
- Disclose any conflicts of interest.
- Training of own personnel to related ESG topics

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10. Monitoring and Compliance

Caliber monitors supplier sustainability performance through a risk-based approach.

Monitoring activities may include:

- Supplier sustainability questionnaires.
- EcoVadis assessments or equivalent sustainability ratings.
- ISO certifications where applicable.
- Supplier self-assessments.
- Review of sustainability policies and supporting documentation.
- Corrective Action Plans where improvement opportunities are identified.
- Periodic supplier performance reviews.

The frequency and level of monitoring depend on the sustainability risk profile and strategic importance of the supplier.

Where significant sustainability risks or non-conformities are identified, Caliber will engage with the supplier to define appropriate improvement actions and monitor progress over time.

Persistent or serious non-compliance with this policy may ultimately result in suspension or termination of the business relationship.

11. Continuous Improvement

Caliber believes that long-term sustainability improvements are best achieved through collaboration with suppliers.

Suppliers are therefore encouraged to:

- Establish measurable sustainability objectives.
- Develop improvement plans where relevant.
- Participate in sustainability training and awareness initiatives.
- Share sustainability best practices and innovations.
- Collaborate with Caliber on greenhouse gas reduction initiatives.
- Improve the availability and quality of sustainability-related data.

Where improvement opportunities are identified, Caliber aims to work constructively with suppliers by agreeing on realistic corrective actions and implementation timelines.

Through this collaborative approach, Caliber seeks to continuously strengthen sustainability performance throughout its supply chain while creating long-term value for both suppliers and customers.

12. Acknowledgment

Suppliers must acknowledge this policy and integrate its principles into their operations. By working with Caliber.global, suppliers agree to uphold the standards and expectations outlined in this policy.