

Caliber.global®	Supplier Sustainability Policy		
	Date	12/01/2025	Document
	Owner	Quality Manager	1222

Caliber.global®

Supplier Sustainability Policy

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

5. ESG Policy

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

6. 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).

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- Avoid the use of hazardous substances where possible.
- Support biodiversity and minimize negative environmental impact.

7. 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.

8. 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

9. Monitoring and Compliance

Caliber.global reserves the right to:

- Conduct audits and assessments to ensure compliance.
- Request documentation and reports related to ESG practices.
- Terminate relationships with suppliers who fail to meet these standards after reasonable notice and opportunity for improvement.

10. Continuous Improvement

Suppliers are expected to:

- Set measurable ESG goals.
- Participate in ESG training and initiatives.
- Collaborate on innovation and best practices in ESG.

11. 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.