



1. Introduction:

At GPG (General Paints Group), we are committed to using business as a force for good. GPG's mission is to embrace *innovation* to create lasting, vibrant colour that protects our planet, so that we can build better futures for our environment, communities, customers, suppliers, employees, and shareholders.

2. Policy:

Sustainability, be it human, social, economic, or environmental, is a key element of GPG's values and forms an integral part of our business strategy. GPG supports the ten principles of the [United Nations Global Compact \(UNGC\)](#) on Human Rights, Labor, Environment, and Anti-Corruption and actively supports the following [UN Sustainable Development Goals](#): 1 (No Poverty), 4 (Quality Education), 8 (Decent Work and Economic Growth), 12 (Responsible Consumption and Production), and 16 (Peace, Justice, and Strong Institutions). Our purpose beyond profit compels us to continually consider the impact of our practices and decisions in how we operate our business, care for our employees, the environment, and our customers, and how we interact within our communities every day. We therefore continually strive to improve our policies and processes in every department, including **sourcing and procurement**. This policy outlines our organisation's commitment to ensuring that all procurement activities carried out are conducted in an honest, competitive, fair, and transparent manner and that suppliers are appropriately managed on an ongoing basis in line with the [SA8000 Standard](#) around social accountability, and the economic and human rights principles of the [UN Universal Declaration of Human Rights](#) and the [ILO's International Labour Standards](#).

To support this commitment, we will implement new processes in procurement and supply chain management to integrate these standards into procurement decisions and encourage internal management efforts to train employees and suppliers on our supplier code of conduct and its implications for our business.

This policy will be periodically reviewed by our senior leadership team to ensure that it stays relevant, effective, and adequate in accomplishing our sustainable procurement goals.

In accordance with our commitment to the highest standards of ethical behaviour, we aim to partner with suppliers who aspire to the same standards in their business operations as ourselves.

We will consider a variety of issues when evaluating potential suppliers over and above service delivery and cost, including risk management, statutory and regulatory compliance, corporate social responsibility, diversity, sustainability and environmental credentials, and innovation.

Through this procurement policy, we intend to make our operations more sustainable by collaborating with suppliers who uphold the following environmental, social, economic, and ethical standards:

3. Environmental targets:

- Maintain full compliance with local environmental regulations and strive to operate on higher standards around the sourcing and use of materials, waste management and disposal, and health and safety, than is required by law.
- Undertake baseline measurements around materials, energy, water, emissions, carbon, effluents, and waste and strive to continually monitor and improve performance around all these aspects of ecological influence such as through using only low-carbon energy sources.
- Take a considered approach to the development of new products and services by aiming to close the loop in material use as far as is practicable and phasing out all hazardous materials in production.
- Look beyond direct environmental impacts arising out of one's own operations towards minimising those further out in the supply chain. Also consider the activities of tier 2 and 3 raw material suppliers in addition to tier 1 suppliers during procurement decisions aiming towards more sustainable procurement practices such as by embracing an environmentally preferable purchasing approach.
- Promote greater environmental responsibility by always accounting for the interactions between business and biodiversity when making strategic decisions such that the industry can contribute towards successful, long-term management of our environmental resources.

4. Social, Economic & Ethical considerations:

Businesses must comply with all applicable local, national, and international laws, regulations, and standards, including but not limited to those related to business ethics, labour, human rights, health and safety, product responsibility, and anti-corruption.

Business ethics

- Demonstrate the existence of procedures to prevent money laundering, fraud, bribery, corruption, conflicts of interest, and data security issues, and aim to go beyond compliance on these issues where possible.

Labour practices and decent work

- Provide employees with safe, healthy, and fair working conditions.
- Provide fair compensation paying at least the legal minimum wage and aiming to pay all workers at least a living wage where this is higher.
- Ensure equal remuneration for women and men.
- Prioritise occupational health and safety by taking adequate measures to prevent accidents, injuries, and occupational illnesses in the workplace.
- Promote diversity and equal opportunity for all employees, clients, and communities served and demonstrate commitment to developing an inclusive working environment by creating opportunities for groups from historically disadvantaged populations as well as an inclusive supplier base, encouraging employees to consider diversity in procurement decisions.



- Provide regular coaching and mentoring and opportunities for training and education.

Human rights

- Prohibit any form of forced labour, slavery, or human trafficking across the supply chain, including any instances of child labour.
- Respect the right of employees to exercise their freedom of association including their right to collective bargaining.
- Prohibit unlawful discrimination and harassment of workers and provide a safe and inclusive work environment regardless of demographic characteristics, backgrounds, or beliefs.
- Ensure that any significant investment agreements and contracts are subject to human rights screening in accordance with own human rights policies and modern slavery statements.

Society

- Comply with all applicable laws pertinent to the region of operation and the highest standards around anti-corruption, anti-bribery, and fair competition.
- Be transparent about any financial and in-kind political contributions made directly or indirectly by the organization.
- Partner with local governments and communities to improve the education, cultural, economic, and social well-being of communities in and around which they operate.

Product Responsibility

- Comply with all regulations and/or any voluntary codes concerning the health and safety impacts of products and services especially for hazardous substances.
- Ensure access to customers to adequate information around the safe use of a product or service, the disposal of the product, the sourcing of its components as required by product and service information and labelling regulations, and the content, particularly regarding substances that might produce an adverse environmental or social impact.
- Always consider the life cycle of the product or service once it is available for use in comparative performance assessments.
- Protect customer privacy by limiting the collection of personal data, only collecting data by lawful means, and taking reasonable measures to ensure the security of personal data that is collected, stored, processed, or disseminated. Rectify any identified leaks, thefts, or losses of customer data without delay.

We understand that assessing and improving our procurement performance is a continuous process and recognise the contribution that our suppliers make in our journey to become more sustainable. We therefore aim to continue to work in partnership with our suppliers to help us realise our own sustainability commitments as well as the ambitions of our industry and sector.

We may conduct periodic supplier assessments around labour practices, human rights, and impacts on society and the environment in line with our [Supplier Code of Conduct policy](#).



For any grievances or suggestions regarding our sustainable procurement practices, please write to hello@generalpaints.ie. Strict confidentiality will be maintained.

Rachel O'Connor, MD

General Paints Group

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