Ethical Sourcing Policy

1. Purpose of Policy

The purpose of this Ethical Sourcing Policy is to ensure that all products, services, and materials sourced by **VehoGroup Ltd** are obtained in a responsible, transparent, and sustainable manner. We are committed to upholding the highest standards of integrity, environmental responsibility, and human rights throughout our supply chain.

2. Scope

This policy applies to:

- All employees involved in procurement and supplier management.
- All suppliers, contractors, and subcontractors working VehoGroup Ltd.
- All products, materials, and services purchased by the company.

3. Our Commitment

3.1. Legal & Regulatory Compliance

- Comply with all applicable laws, regulations, and international standards in the countries where they operate.
- Hold and maintain all necessary licenses, permits, and certifications.

3.2. Human Rights & Labour Standards

- No use of forced, bonded, or child labour.
- Provide safe, healthy, and fair working conditions.
- Pay fair wages that meet or exceed legal minimums.
- Respect employees' rights to freedom of association and collective bargaining.

3.3. Ethical Business Practices

- Zero tolerance for bribery, corruption, fraud, or unethical conduct.
- Maintain accurate business records and operate with transparency.

3.4. Environmental Responsibility

- Minimise environmental impact through responsible sourcing, reduced waste, and efficient resource use.

- Avoid materials sourced from environmentally sensitive or illegally exploited areas.

3.5. Responsible Material Sourcing

- Avoid conflict minerals and materials linked to human rights abuses.
- Prioritise suppliers who demonstrate sustainable and ethical sourcing practices.

4. Supplier Expectations

We require our suppliers to:

- Sign and adhere to our Supplier Code of Conduct (or equivalent document).
- Provide evidence of compliance upon request (e.g., audits, certifications).
- Notify us immediately of any breaches or potential risks in their supply chain.

5. Monitoring & Compliance

- We reserve the right to assess and audit suppliers to ensure compliance with this policy.
- Non-compliance may result in corrective actions, suspension, or termination of contracts.

6. Continuous Improvement

We are committed to:

- Regularly reviewing and updating this policy to reflect best practices.
- Providing training and awareness to staff involved in procurement.
- Supporting suppliers in improving their ethical and sustainability practices.

7. Contact & Reporting

Any employee, supplier, or stakeholder who becomes aware of a breach of this policy should report it confidentially via:
Email: ethics@vehogroup.com
Phone: 01646 689 271

Signed: 

Lukas Gamble
Director
12th March 2025