



BARCHESTER HEALTHCARE LIMITED

ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) PROCUREMENT POLICY

SECTION A - INTRODUCTION

A.1 POLICY STATEMENT

This ESG Procurement Policy defines Barchester's business expectations, and establishes the expectations of the many suppliers and partners we work collaboratively with, in relation to Barchester's ESG agenda.

A.2 POLICY PURPOSE

We aim to be a responsible business and to meet the highest standards of ethical conduct and integrity across our supply chain, continuously reviewing the key priorities for our business in relation to ESG goals. This policy outlines Barchester's minimum expectations for all suppliers, however we strongly encourage suppliers to promote best practise within their own supply chains.

The policy's primary objective is to communicate Barchester's expectations to suppliers in relation to the Environmental, Social and Governance commitments we have made for our business and our supply chain.

A.3 POLICY SCOPE

Barchester's Procurement ESG Policy applies to all suppliers, vendors and external partners and complements Barchester's Supplier Code of Conduct.

All parties are expected to comply with applicable laws and regulations and implement the standards outlined in this policy via adoption of formal policies and procedures within their own operating environments, including formal communication to employees.

Barchester recognises that suppliers will all be on individual journeys to implement ESG initiatives and compliance with this policy. It is expected that suppliers will work with Barchester to demonstrate their own ESG roadmap that is appropriate for their business size and/or industry context.

This policy sets out the way in which we expect suppliers to operate and does not impact and/or override any agreements which have been made between the parties in line with this policy and Barchester's values.

SECTION B - POLICY BODY

B.1 KEY POLICY POINTS

The Policy defines Barchester's business expectations, and establishes the expectations of the many suppliers and partners.

Barchester aim to be a responsible business and to meet the highest standards of ethical conduct and integrity across our supply chain.

This policy outlines Barchester's minimum expectations for all suppliers.

This policy applies to all suppliers, vendors and external partners and complements Barchester's Supplier Code of Conduct.

Barchester expect all parties to comply with applicable laws and regulations

B.1.2 POLICY SUMMARY

B.1.2.1 Expectations

Barchester commit to operating in a fair and ethical manner and always in line with the primary goal of maintaining best value for money, ensuring a high quality of care for residents and patients. To maintain sustainable value for our residents, Barchester deploy a broad range of measures to improve the sustainability of our organisation and supply chain across environmental and social goals, with the correct governance in place to maintain progress.

Barchester seek to appoint suppliers based on best value for Barchester, which will consider the supplier's capacity to support Barchester's long term objectives. Progress on ESG matters are reported to the Board by the Chief Financial Officer.

B.1.2.2 Environmental Values

Barchester seek to minimise environmental impact through sourcing responsibly and working with the supply chain to minimise overall impact. Barchester expect suppliers to commit to minimising environmental impact and conserving resources. Suppliers should consider ways in which they can:

- Reduce carbon impact
- Reduce water consumptions and/or contamination
- Reduce energy consumption via efficiencies
- Increase clean energy procurement
- Reduction in waste creation
- Increase recycling and, in turn reduce percentage of waste to landfill

B.1.2.3 Social Values

Barchester promote fair labour practices and expect partners within our supply chain to also promote the same. Suppliers should be actively working to:

- Improve the physical and mental health and well-being of employees
- Eliminate discriminatory practise across the supply chain
- Promote inclusion in their organisations
- Engage positively with the communities in which they operate, including Barchester homes

B.1.2.4 Governance Values

Barchester operate in an ethical, fair and transparent manner and rely on our supply partners to conduct themselves in a similar manner to ensure that we operate a transparent supply chain end-to-end. Barchester expect suppliers to:

- Conduct business ethically, with integrity and transparency
- Comply with relevant laws, regulations and industry standards
- Operate in a manner which increases transparency and traceability throughout the supply chain
- Have policies and controls in place to manage risks and compliance within their organisation

B.1.2.5 Reporting Standards

We expect suppliers to share reporting requirements on a frequency that is appropriate to the relationship we have with you. Reporting requirements may include performance summaries, compliance reporting, financial reporting and risk reporting. We expect suppliers to share reporting requested in a timely manner.

B.1.2.6 Collaboration

Barchester recognise that to operate in a truly sustainable way we rely heavily on joint initiatives and collaboration with our supply chain partners. Therefore, Barchester request transparency from suppliers and the resources to work jointly on initiatives that create a positive net impact to our supply chain.

C.1 Equality Impact Assessment

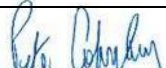
Assessment has been made of these 9 areas separately and consideration given to how this policy may affect people human rights.

Has this policy had a significant negative impact on equality in relation to:		
	Score Y/N	If Yes state why and the evidence used in assessment
Age	N	
Gender	N	
Disability	N	
Race/ethnicity	N	
Religion & Belief	N	
Sexual Orientation	N	
Pregnancy & Maternity	N	
Gender Reassignment	N	
Marriage and Civil Partnership	N	

Will this Policy have a significant positive impact on equality by reducing inequalities that already exist?		
	Score Y/N	If Yes state why and the evidence used in assessment
Promote equal opportunities	Y	Setting out fair and ethical procurement practices
Remove discrimination and harassment	N	
Promote good community relations	Y	
Promote positive attitudes towards disabled people	N	
Encourage participation by disabled people	N	
Promote and protect human rights	Y	Setting out fair and ethical procurement practices

Actions as a result of the assessment

Date/Person Completing EqIA	Director of Nursing and Dementia
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Date presented to Exec Board: 29/08/2024	Date Ratified: 02/09/2024	Signed: 
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