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Transferred as is from POL035 – SEA Supplier ESG Policy for BMS 2.0 Project Migration. To be updated to at next review.

Contents

Contents 2
1. PURPOSE AND APPLICATION 3
2. POLICY STATEMENT 3
2.1. Environmental Stewardship 3
2.1.1. Implement Environmental Controls 3
2.1.2. Reduce Carbon and Energy Use 3
2.1.3. Optimise Resource Use 3
2.1.4. Source Responsibly 3
2.2. Social responsibility 3
2.2.1. Support Local Skills and Employment 3
2.2.2. Promote Wellbeing 3
2.2.3. Engage Communities 3
2.2.4. Champion Inclusion 4
3. GOVERNANCE 4
3.1. Act Fairly 4
Operate with transparency and equity, pay your workers fairly, and meet all payment terms and employment obligations. 4
3.2. Ensure Ethical Sourcing 4
3.3. Foster Innovation 4
3.4. Encourage Supplier Diversity 4
3.5. Support SMEs and Rural Enterprises 4
4. COMMITMENT TO COMPLIANCE 4
5. DOCUMENT CONTROL 4

1. PURPOSE AND APPLICATION

At Systems Engineering & Assessment Ltd (SEA), we are committed to building a safer and more secure world. In line with the UN Sustainable Development Goals, we expect our suppliers and subcontractors to share our commitment to sustainability, environmental protection, social responsibility, and ethical governance.

This policy outlines our expectations of all suppliers working with SEA and will be used to inform sourcing and procurement decisions.

2. POLICY STATEMENT

2.1. Environmental Stewardship

Suppliers must actively manage and reduce the environmental impact of their operations. We expect suppliers to:

2.1.1. Implement Environmental Controls

Identify significant environmental risks and implement documented measures to prevent harm to land, air, water, and biodiversity.

2.1.2. Reduce Carbon and Energy Use

Use energy-efficient products and services, and collaborate with us to reduce the embodied carbon in key materials. Achieving net zero emissions is our shared long-term goal.

2.1.3. Optimise Resource Use

Use materials efficiently, minimise waste, and prioritise recyclable, reusable, or renewable resources.

2.1.4. Source Responsibly

Use safer materials where feasible and ensure ethical sourcing of critical materials, including rare earths and conflict minerals, in line with recognised standards.

2.2. Social responsibility

Suppliers play a key role in supporting our communities and fostering a fair and inclusive work environment. We expect suppliers to:

2.2.1. Support Local Skills and Employment

Provide work opportunities for apprentices, graduates, veterans, and individuals returning to the workforce, with a preference for local recruitment.

2.2.2. Promote Wellbeing

Prioritise the physical and mental health of your workforce.

2.2.3. Engage Communities

Respect and positively contribute to the local communities where SEA operates.

2.2.4. Champion Inclusion

Promote diversity in your workforce and reduce barriers for underrepresented groups.

3. GOVERNANCE

Suppliers must conduct business ethically and transparently. We expect suppliers to:

3.1. Act Fairly

Operate with transparency and equity, pay your workers fairly, and meet all payment terms and employment obligations.

3.2. Ensure Ethical Sourcing

Respect human rights, eliminate forced labour, and proactively address risks of exploitation in your supply chains, particularly in high-risk areas.

3.3. Foster Innovation

Support new businesses and contribute to innovation and development that align with SEA's sustainability goals.

3.4. Encourage Supplier Diversity

Engage with small, diverse, and underrepresented businesses, including those in rural areas or owned by minority groups.

3.5. Support SMEs and Rural Enterprises

Where possible, prioritise business with small or medium-sized enterprises and suppliers based in rural locations.

4. COMMITMENT TO COMPLIANCE

All suppliers and subcontractors working with SEA are expected to comply with this policy and all applicable laws and regulations. Sustainability performance will be reviewed as part of our ongoing supplier evaluation and selection process.

5. DOCUMENT CONTROL

Version Number	Issue Date	Summary of Changes
1	01 SEP 2026	First issue under new BMS 2.0 taxonomy, transferred to new template no content changed. Transferred from POL 035