



Renewi Supplier Code of Conduct

Version 1.0 July 2026



Renewi Supplier Code of Conduct

Our purpose & values

At Renewi, our purpose is **Waste No More**. We are committed to transforming waste into valuable materials and building a sustainable circular economy for current and future generations.

This Supplier Code of Conduct expresses how we expect that commitment to be reflected throughout our supply chain. It complements the standards that guide Renewi internally and ensures that all suppliers, contractors, and partners uphold the same principles of **safety, integrity, innovation, sustainability, accountability** and **respect** that define our business.

Suppliers are expected to operate in accordance with applicable laws and recognized international standards including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and ISO 37001 (Anti-Bribery) where relevant.



1. Purpose and Scope

Suppliers must comply with all applicable national and international laws, regulations and industry standards, including: environmental, health & safety, labour and employment, data protection, anti-corruption, competition, tax and financial reporting laws.

In line with Renewi's standards, suppliers are required to act with **honesty**, **transparency** and **accountability** at all times.

2. Legal Compliance & Business Integrity

This Code applies to all suppliers, subcontractors and partners that supply goods or services to Renewi across all geographies. It covers all activities related to the performance of contracts, including sourcing, manufacturing, logistics, maintenance, waste and resource handling, and subcontracting.

Suppliers are expected to ensure that their own supply chains - upstream and downstream - comply with this Code, and to act proactively to prevent, identify, and remedy any violations.

2.1 Anti-Bribery, Corruption & Conflicts of Interest

- No form of bribery, facilitation payments, kick-backs, undue gifts or hospitality for the purpose of influencing business decisions is permitted.
- Political contributions, sponsorships or charitable donations intended to influence business outcomes are prohibited.
- Any real or perceived conflict of interest must be disclosed immediately to Renewi.

2.2 Fair Competition & Market Conduct

- Suppliers shall compete fairly and avoid any collusion, price-fixing, or unfair trading practices.
- Suppliers must comply with all applicable fair-competition laws and treat competitors, customers, employees and partners with integrity and respect.

2.3 Confidentiality & Data Protection

- Suppliers must protect any confidential, proprietary or personal data received from Renewi or its customers, using it only for authorised purposes.
- Where applicable, suppliers must comply with data protection laws (e.g., GDPR) and implement appropriate security and privacy safeguards.



3. Labour, Human Rights & Equal Opportunity

As a company committed to ethical business and social responsibility, Renewi expects its suppliers to:

- Respect internationally recognised human rights and labour standards, including the principles of the United Nations Global Compact.
- Prohibit all forms of forced labour, human trafficking, child labour, and exploitation.
- Provide fair wages, working hours, benefits, and respect for lawful employment conditions.
- Respect workers' rights to freedom of association and collective bargaining to the extent allowed by law.
- Ensure equal opportunity and prohibit discrimination or harassment on any grounds (gender, race, religion, age, disability, etc.).
- Offer a safe, dignified and respectful working environment for all employees and contract workers. This includes safeguarding both physical and social safety, ensuring a workplace free from hazards, intimidation, discrimination, or harassment.

4. Health, Safety & Environmental Responsibility

Given Renewi's core commitment to safety and sustainability, suppliers must uphold industry-recognised health, safety and environmental standards, including compliance with applicable legislation and alignment with ISO 45001 (Health & Safety) and ISO 14001 (Environmental Management), where relevant.:

- Ensure safe working conditions in compliance with applicable health & safety regulations and recognized standards.
- Provide necessary training, equipment, and protective measures (PPE, safe handling, emergency procedures).
- Implement robust risk assessment, incident reporting and corrective measures aligned with best practices.
- Prohibit substance abuse (e.g., alcohol, illicit drugs) that endangers safety or environmental compliance, whether by staff or subcontractors.
- Minimise environmental impact including waste, emissions, pollution and manage hazardous materials responsibly.
- Promote resource efficiency and circular economy principles wherever relevant (reuse, recycling, responsible sourcing).



5. Sustainability & Circular Economy Alignment

Aligned with Renewi's mission to "give used materials a new life", suppliers are expected to support sustainability goals by:

- Reducing waste, emissions and pollution in their operations.
- Minimising use of virgin raw materials where possible, favouring recycled or sustainable alternatives.
- Ensuring safe, environmentally sound handling, transport and disposal of waste or hazardous materials.
- Where possible, setting environmental improvement targets and reporting on sustainability metrics.

6. Supply Chain Transparency & Responsible Sourcing

Suppliers must maintain transparency in their supply chains. This includes:

- Conducting supply-chain due-diligence including risk-based checks of suppliers and subcontractors)
- Ensuring that subcontractors comply with the same standards as set out in this Code.
- Maintaining traceability of materials, products, and waste streams, especially when sourcing or handling recycled materials or hazardous waste.
- Providing documentation or certification when requested by Renewi to demonstrate compliance.

7. Monitoring, Auditing and Reporting

To ensure compliance with this Code, Renewi reserves the right to:

- Conduct audits, inspections, assessments, or site-visits at any time.
- Request relevant documentation, certifications or evidence of compliance from suppliers.
- Where appropriate and with prior agreement, include additional verification methods to ensure alignment with this Code.

Suppliers must cooperate fully and transparently and respond promptly to any identified non-conformances.



8. Reporting Concerns & Non-Retaliation

Suppliers are expected to provide mechanisms for employees to raise concerns or report violations (e.g. anonymously, confidentially, without fear of retaliation).

Any reports related to Renewi business including ethical, safety, environmental or human rights concerns, should be directed to Renewi's integrity or procurement contacts.

Renewi prohibits retaliation against individuals who report violations in good faith.

9. Compliance, Certifications & Self-Assessment

Depending on the nature of the goods or services provided, suppliers may be required to:

- Provide evidence of relevant certifications (e.g. ISO 9001, ISO 14001, ISO 45001, environmental, quality or safety standards).
- Complete self-assessment questionnaires or ESG-related declarations.
- Commit to continuous improvement and implement corrective action plans where necessary.

Periodic reviews or re-qualification may be required to maintain approved supplier status.

10. Consequences of Non-Compliance

Renewi takes compliance seriously. Potential consequences for failing to meet the standards set out in this Code include:

- Suspension or cancellation of purchase orders or contracts.
- Requirement to implement corrective or remedial actions within specified timeframes.
- Removal from Renewi's approved supplier list.
- Termination of the business relationship.
- Reputation, financial or legal consequences where applicable.

11. Supplier Acknowledgement & Acceptance

By entering into a business relationship with Renewi, suppliers confirm that they have read, understood and accepted the terms of this Supplier Code of Conduct and agree to comply fully.

Acceptance may be documented via:

- Contractual terms & conditions,
- Signed declarations,
- Digital acceptance via procurement systems, or
- Formal acknowledgement letters.



12. Contact & Further Information

For any questions, clarifications, or to report non-conformances, please contact:

Email: Procurement@renewi.com

Website: <https://www.renewi.com/en/>

Closing Statement

At Renewi, we believe in creating lasting value for our customers, communities, employees, and the planet. This Supplier Code of Conduct is a concrete reflection of our values and principles. By committing to it, our suppliers become trusted partners in delivering sustainable, ethical and responsible operations at every stage of the circular economy.

