

# **Sustainable Procurement Policy**

## **Purpose**

Tetra Corp is committed to incorporating sustainable practices into our procurement processes. This Sustainable Procurement Policy outlines our commitment to environmental responsibility, ethical sourcing, and the promotion of social and economic sustainability in our operations and supply chains.

### **1. Commitment to Sustainability**

- Tetra Corp is dedicated to minimizing our environmental impact and promoting sustainable practices in all procurement activities.
- We prioritize sourcing materials and services that contribute to environmental conservation, reduce waste, and promote the responsible use of resources.

### **2. Environmental Responsibility**

- We strive to procure goods and services that are environmentally friendly, with a focus on reducing carbon emissions, energy consumption, and waste generation.
- Suppliers and contractors are expected to align with our environmental goals by adopting sustainable practices, including energy efficiency, water conservation, and waste reduction in their operations.
- Preference is given to products that are recyclable, biodegradable, and made from renewable resources, as well as services that contribute to reducing our environmental footprint.

### **3. Ethical Sourcing and Fair Labor Practices**

- Tetra Corp is committed to ethical sourcing and ensuring that our suppliers adhere to fair labour practices, including the prohibition of forced labour, child labour, and human trafficking.
- We expect suppliers to respect workers' rights, provide safe working conditions, and offer fair wages and benefits. Suppliers must comply with all relevant labour laws and standards, both in Australia and internationally.

### **4. Social Responsibility**

- We seek to promote social equity by engaging with suppliers who contribute positively to their communities. This includes supporting local businesses, Indigenous-owned enterprises, and companies that prioritize diversity and inclusion.
- Tetra Corp encourages suppliers to demonstrate corporate social responsibility by contributing to community development, education, and charitable initiatives.

## 5. Supplier Selection and Evaluation

- In selecting suppliers, Tetra Corp considers their environmental and social performance, alongside traditional criteria such as quality, price, and reliability.
- We conduct regular assessments of our suppliers to ensure they meet our sustainability standards. This includes evaluating their environmental impact, labor practices, and contributions to social and economic sustainability.
- Suppliers are encouraged to continuously improve their sustainability practices, and we work collaboratively with them to enhance their performance in line with our goals.

## 6. Collaboration and Partnership

- Tetra Corp fosters partnerships with suppliers who share our commitment to sustainability. We engage in ongoing dialogue with our suppliers to identify opportunities for innovation and improvement in sustainable procurement practices.
- We also collaborate with industry groups, non-governmental organizations, and other stakeholders to promote sustainable procurement practices across the sector.

## 7. Continuous Improvement

- We are committed to continually improving our sustainable procurement practices. Tetra Corp regularly reviews and updates our policies to reflect emerging trends, technologies, and best practices in sustainability.
- Ongoing education and training are provided to employees involved in procurement to ensure they are equipped with the knowledge and tools needed to make sustainable purchasing decisions.

## 8. Transparency and Accountability

- Tetra Corp is committed to transparency in our procurement processes. We report on our sustainability efforts, including our achievements in sustainable procurement, to stakeholders.
- Accountability for sustainable procurement is shared across the organization, with senior management responsible for oversight and all employees involved in procurement playing a role in upholding this policy.

## **Acknowledgment**

By engaging with Tetra Corp, suppliers and partners agree to support our commitment to sustainability and contribute to a supply chain that prioritizes environmental responsibility, ethical sourcing, and social equity.