



# Supplier Sustainability Policy.

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# 1. Purpose.

This Sustainable Supplier Policy outlines Caliber.global's (Caliber) commitment to sustainability across its supply chain. We aim to collaborate with suppliers that share our values and support our environmental, social, and ethical standards. This policy establishes clear expectations for suppliers in fostering sustainable and responsible business practices.

## 2. Scope.

This policy applies to all suppliers, contractors, and subcontractors who provide goods and services to Caliber, globally and locally.

## 3. Sustainability Objectives.

We are committed to:

- Reducing environmental impact across the supply chain.
- Promoting ethical labor practices.
- Ensuring compliance with all applicable laws and regulations.
- Supporting transparency, accountability, and continuous improvement.
- Reducing waste in supply chains

## 4. Environmental Standards.

Suppliers are expected to:

- Minimize waste and resource consumption.
- Reduce greenhouse gas emissions and energy use.
- Source materials responsibly (e.g., FSC-certified, recycled, or ethically mined).
- Avoid the use of hazardous substances where possible.
- Support biodiversity and minimize negative environmental impact.



## 5. Social and Labor Standards.

Suppliers must:

- Prohibit forced, bonded, or child labor.
- Provide safe, healthy, and hygienic working conditions.
- Pay fair wages and ensure legal working hours.
- Respect employees' rights to freedom of association and collective bargaining.
- Promote diversity, equity, and inclusion.

## 6. Governance.

Suppliers are expected to:

- Operate with integrity, transparency, and accountability.
- Avoid corruption, bribery, and any form of unethical conduct.
- Respect intellectual property rights.
- Disclose any conflicts of interest.

## 7. Monitoring and Compliance.

Caliber.global reserves the right to:

- Conduct audits and assessments to ensure compliance.
- Request documentation and reports related to sustainability practices.
- Terminate relationships with suppliers who fail to meet these standards after reasonable notice and opportunity for improvement.



## 8. Continuous Improvement.

Suppliers are encouraged to:

- Set measurable sustainability goals.
- Participate in sustainability training and initiatives.
- Collaborate on innovation and best practices in sustainability

## 9. Acknowledgment.

Suppliers must acknowledge this policy and integrate its principles into their operations. By working with Caliber.global, suppliers agree to uphold the standards and expectations outlined in this policy.



**Caliber.global<sup>®</sup>**

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This policy is publicly accessible via the [Caliber.global website](#).