

## Sustainable Supply Chain Policy

MiTek is committed to managing a responsible, ethical, and sustainable supply chain for the design, manufacture, and installation of mezzanine floor solutions. We recognise that significant environmental and social impacts arise within our supply chain, particularly from material sourcing, fabrication, logistics, and installation activities.

### Our Commitment

We aim to work with suppliers and subcontractors who share our commitment to sustainable and responsible business practices. We will:

- Reduce environmental impacts associated with materials, transport, and waste
- Promote safe, ethical, and fair working practices
- Ensure materials and processes meet required quality and safety standards
- Drive continual improvement in supply chain sustainability

This policy is guided by MiTek's core values: **Courage, Unity, Stewardship, and Innovation.**

### Scope

This policy applies to all suppliers, subcontractors, and service providers involved in structural steel fabrication, flooring systems, fixings, coatings, logistics, and installation works, as well as all employees involved in procurement and supplier management.

### Environmental Responsibility

We will work with our supply chain to:

- Prioritise responsibly sourced and recyclable materials
- Encourage recycled content and low-carbon alternatives where feasible
- Minimise waste through efficient design, off-site fabrication, reuse, and recycling
- Reduce transport-related emissions through efficient logistics and local sourcing
- Promote responsible management of hazardous substances

Suppliers are expected to comply with applicable environmental legislation and maintain appropriate pollution-prevention controls.

### Ethical and Social Standards

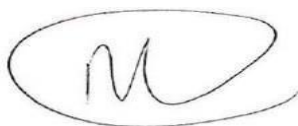
Suppliers and subcontractors must:

- Comply with employment, labour, and health and safety legislation
- Operate with zero tolerance for forced labour, child labour, or exploitation
- Provide safe and healthy working conditions
- Treat workers fairly, with respect for equality, diversity, and freedom of association

Installation subcontractors must demonstrate competence, training, and compliance with construction health and safety requirements.

### Supplier Management and Improvement

Sustainability considerations form part of supplier selection and ongoing review. We assess suppliers based on environmental, ethical, safety, quality, and technical performance and work collaboratively to address risks and support improvement. Serious or repeated non-compliance may result in corrective action or termination of the supplier relationship.



**Signed:** Matt Loveday, *Managing Director*

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*Policies are reviewed annually*