

Amey

Life's better connected

Working with our suppliers

Supply chain excellence
2024 - 2026



Our engagement and partnership with our suppliers is fundamental to our work.

→ As a leading provider of sustainable infrastructure solutions, we have a critical role in delivering value with service excellence whilst protecting the natural environment, supporting the economy and communities.

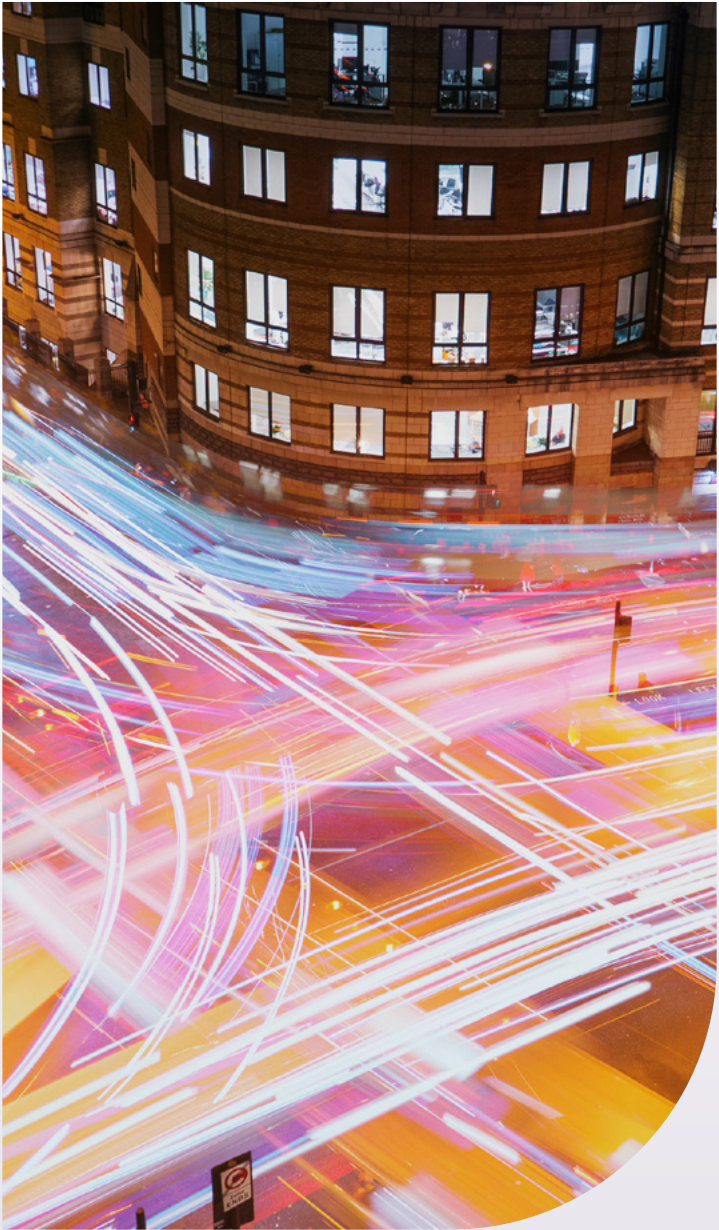
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We aim to work with a supply chain comprised of partners who work collaboratively to provide value and innovate to achieve both our own and our customers’ commercial, service delivery, social value and sustainability goals.

The purpose of this document is to set out the commitment Amey makes to its suppliers and the expectation Amey requires from its suppliers. It acts as a supplier supplement to the Amey Code which applies to all, temporary and agency employees, as well as individuals engaged by our subsidiaries and suppliers. We will encourage suppliers to support and champion this guide via a Supply Chain Charter.

This document supports Amey in achieving its corporate objectives, Amey’s ESG strategy, and the delivery of our Sustainable Procurement & Supply Chain Policy.

- Amey ESG Strategy
- Sustainable Procurement & Supply Chain Policy
- Amey Code



Amey's commitment
to our suppliers



Amey is committed to working with suppliers at
every step of the relationship and we commit to:

- 1 Providing a safe and healthy working environment for all
- 2 Involving suppliers at the earliest stage to identify opportunity, plan effectively and ensure that our suppliers are contracted before work commences
- 3 Incorporating appropriate KPIs into supplier contracts to monitor and where relevant incentivise great performance
- 4 Maintaining positive working relationships with suppliers through regular feedback and engagement
- 5 Employing a structured and consistent approach to supplier evaluation across Amey
- 6 Working with suppliers to simplify our business processes to make trading with Amey easier
- 7 Engaging with suppliers to deliver environment and sustainability goals
- 8 Upholding the highest ethical standards, operating with honesty, reliability and integrity
- 9 Paying our suppliers in line with the Prompt and Fair Payment Codes
- 10 Working with suppliers to identify, prioritise and monitor short, mid and long-term risks and opportunities
- 11 Encouraging supplier diversity by pro-actively seeking SMEs and VCSEs to support in the delivery of our services
- 12 Communicating clearly and concisely with our suppliers, especially regarding change
- 13 Working collaboratively with suppliers to identify new ideas and innovation





1

Safe, compliant
and resilient



Our Zero Code

Health & Safety Policy

Wellbeing Policy

HEALTH, SAFETY & WELLBEING

We believe that injuries are not inevitable, harm is not acceptable, and risks are ours to manage. We are all responsible for helping deliver the vision of zero lost time injuries by the relentless implementation of our Zero Code. Occupational illness and injuries can be prevented by the adoption of sound risk management principles and the right behaviours by everyone.

Amey expect suppliers to:

- Provide a safe and healthy working environment for all people ensuring adequate welfare facilities are provided for people at work in accordance with applicable legislation
- Manage their business by implementing a rigorous process of hazard identification and risk assessment which drives the development of controls that minimise the possibility of injury or ill health,
- Consult with employees about their risks at work and current preventive and protective measures
- Provide employees and those carrying out business activities on your behalf appropriate and sufficient instructions, training and supervision where necessary, consistent with the activities being undertaken and how to reduce risks identified
- Provide employees and those carrying out business activities on your behalf suitable and sufficient Personal Protective Equipment (PPE) and sufficient instructions on how to use them, consistent with the activities being undertaken and risks identified
- Apply appropriate disciplinary procedures to those who deliberately breach safety regulations, procedures or directions which includes driving at excessive speed when on company business.

To continuously support our supply chain and reinforce our client's values, commitments, priorities and objectives, we hold toolbox talks, joint training and safety 'Stand Down' days. This provides an opportunity to review and share best practice, implement collective actions to drive continuous improvement and ensure continued alignment with our shared values and commitments.

COMPLIANT

Amey expect suppliers to:

- Provide safe and reliable products and services in compliance with all applicable laws, regulations, guidelines and other local requirements and in accordance with industry best practice
- Comply with all applicable local and national legislation and laws.

2 Contract delivery



CONTRACT MANAGEMENT

Amey expect suppliers to:

- Deliver great customer experience with all goods and services provided to agreed specification, quality, on time and at the agreed cost
- Develop a two-way contract management process and submit all documentation as requested
- Communicate clearly and concisely
- Provide performance information relating to agreed KPIs
- Maintain effective relationships and cooperate with Amey and the Supply Chain Team as required
- Focus on continuous improvement and innovation.



3 Environment and sustainability



ENVIRONMENT MANAGEMENT

Amey manages its supply chain to minimise any environmental impact and to conserve natural resources.

We expect suppliers to understand their impact on the environment, adhere to relevant legislation and to have in place necessary mitigation. We encourage and support suppliers to maintain an environmental management system that is externally certified to the requirements of ISO 14001:2015.

CARBON EMISSIONS

Amey measures its carbon emissions using the Greenhouse Gas Protocol (GHG Protocol) and have set a long-term target to be fully Net Zero by 2040. In addition, Amey assesses 'whole life' carbon emissions and carbon reduction achieved within the projects delivered to clients.

Amey expect suppliers to:

- Develop their own plans to move to a Net Zero position
- Where requested, provide data regarding their products and services and
- To innovate to reduce the emissions of their products or services, supporting both Amey and our clients decarbonisation goals.

Science Based Targets initiative (SBTi)

Science-based targets provide a clearly-defined pathway for companies to reduce greenhouse gas emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Our supply chain accounts for over 80% of our emissions so we need to work closely with them to cut the overall carbon footprint of the industry and make a positive difference.

We have set the following milestones:

End of 2025 – 75% of suppliers that Amey spends over **£10m** per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.

End of 2026 – 100% of suppliers that Amey spends over **£10m** per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.

End of 2028 – 100% of suppliers that Amey spends over **£5m** per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.

End of 2030 – 80% of suppliers that Amey spends over **£1m** per year, and 100% of suppliers that Amey spend over **£2.5m** per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.



Environmental Policy

Science Based Targets initiative

AIR QUALITY

Amey is working with communities to reduce the negative impact of local air quality. We expect suppliers to:

- Use zero or low emission vehicles and plant on our contracts
- Ensure any diesel vehicles used comply with the Euro 6 Emissions Standard
- Only operate equipment when needed, for example not leaving generators running unnecessarily and seek alternative hybrid on-site generation solutions
- Reduce the number of road miles travelled for its products by better scheduling of deliveries.

CIRCULAR ECONOMY

Amey is committed to reducing the waste of resources within its supply chain through the principles of waste hierarchy (prevention, reuse, recycle, recovery and disposal) and encourage our suppliers to adopt similar sustainable policies. We work with our suppliers to support the design of a circular economy whereby resources are kept in use for as long as possible and that when assets reach the end of their service life they can be recovered and used again in the same or different form.

Amey requires its suppliers to:

- Optimise the recovery of resources
- Consider product or service design changes to keep existing assets and to prevent waste being created
- Minimise and seek to eliminate the use of single-use plastic throughout our supply chain
- Collect their materials and associated packaging for subsequent reuse, recycling or recovery, wherever possible.

Our suppliers are required to ensure that all timber products they use are legally and sustainably sourced and provide evidence of this to Amey. Amey requires its suppliers to only make use of timber from independently verified, legal and sustainable sources and which meet the requirements of The Timber and Timber Products Placing on the Market Regulations (UKTR) and UK FLEGT Regulations.

Certification from the Forest Stewardship Council or Programme for the Endorsement of Forest Certification may be requested by Amey. Forest management certification confirms that the source forest is being managed in a way that preserves biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability.

Government Buying Standards (GBS)

We are trusted partners of Government – both national and local – managing assets and complex projects that are vital to the sustainable growth of the country. Amey, where appropriate, follows the minimum mandatory Government Buying Standards when buying goods and services. We also encourage our suppliers to specify the minimum mandatory standards in tenders to their sub-suppliers.

This forms part of the Amey sustainable procurement policy where we meet our needs for goods, services, works and utilities in a way that benefits not only the organisation, but also society and the economy, while minimising damage to the environment.

WATER

Amey seeks to minimise the impact on water resources through protecting water quality, preventing water pollution and managing wastewater efficiently. Our primary approach is to ensure our contracts do not impact local water supplies by controlling our activities and in the specification of products that minimise water usage. Examples include:

- Aggregates which are being used close to water will be required to be washed to remove any soil particles that could filter into the water supply
- Building specifications will use products such as sanitary equipment that use grey water or make use of negligible amounts of clean water
- Building designs will harvest rainwater or use features such as rain gardens to reduce the water usage and drainage impact.

Amey will continue to work with its clients and suppliers to identify innovative solutions that reduce water consumption and which manage and reduce our waste water discharges.



NATURE

We acknowledge the critical role biodiversity plays in sustaining the ecosystems that underpin all life. Amey has set a commitment to enhance and protect biodiversity and encourage nature to thrive across our operations and supply chain. We are keen to engage with suppliers that are progressing activity to support us in this goal.



SOCIAL VALUE

Amey defines social value as ‘the benefits that come about through public service contracts that improve the economic, social and environmental wellbeing of people and communities.’ In creating social value, our aim is to leave a positive and lasting legacy in the communities in which we operate, and will do this by effectively engaging with communities, to meet their individual needs and priorities. Examples include:

- Providing opportunities for those with barriers into the workplace such as prison leavers, care leavers, veterans, those not in education, employment or training, long-term unemployed and refugees. Amey have set targets for the recruitment from these groups
- Inspiring and encouraging people into our sectors through site visits, work experience, workplaces, apprenticeships, and broader skills and development opportunities
- Helping Small and Medium-sized Enterprises (SMEs) and Voluntary, Community, Social Enterprises (VCSEs) to grow, diversity - or where relevant to be established/founded
- Engage communities through support with Schools and youth engagement – including school visits, or STEM sessions, or through volunteering and fundraising or provision of benefits in kind such as use of materials or kit.

Amey expect suppliers to:

- Actively contribute to the creation and facilitation of social value, where relevant committing to key targets and performance indicators
- Where requested providing social value performance data and information.

Amey measure social value through the Thrive social value platform and we will be reaching out to suppliers to provide data/evidence of social value activity and initiates to share and submit.



INCLUSION, EQUALITY AND DIVERSITY

Amey expect suppliers to:

- Ensure all employees have the right to equality of opportunity and to be treated with dignity and respect whilst at work and decisions about recruitment and selection, promotion, training and career management or any other benefit will be made objectively on merit and without unlawful discrimination
- Ensure suitability of facilities for those who may come in to contact with their organisation
- Promote equality and diversity throughout the organisation and ensure that all employees show dignity and mutual respect towards each other whilst at work and in all working practices
- Ensure fair pay and benefits for all and establish a suitable system for remuneration and benefits, training and personal develop of employees
- Comply with local and national labour regulations with regards to you obligations and those working for your organisation
- Respect local working conditions and the environment in which you are trading, in particular those countries with extreme climates
- Ensure all goods and products are sourced from organisations which do not use forced, compulsory or child labour and ensure that they comply with all applicable human rights and labour laws
- Provide personal and professional skills development of your workforce through learning and development opportunities.

Inclusion Policy

Committing to action

We are a signatory to the following inclusion and diversity schemes:

- | | |
|--|-----------------------------------|
| • Disability Confident Leader | • RNIB Visibility Better Employer |
| • Ban the Box | • EDAC Domestic Abuse Covenant |
| • Race Charter – Business in the Community | • Social Recruitment Covenant |
| • Armed Forces Corporate Covenant | • Buy Social Corporate Challenge |
| • Age Friendly Employer Pledge | • Care Leavers Covenant |
| • Movement to Work Pledge | • Homelessness Alliance |

We encourage our suppliers to register with these schemes and to progress where relevant through the different membership levels.





4

Governance



SUPPLIER SELECTION & EVALUATION

Suppliers support Amey in the delivery of our projects. Selection of the right suppliers is critical to the success of Amey in delivering a value, quality, innovative, environmentally sustainable service and to reduce operational risks.

Amey has partnered with Constructionline to support the prequalification process by using their industry standard process of validating all members against the common assessment standard. Constructionline Gold accreditation gives confidence to us and ultimately our clients that our approved potential subcontractors are robust, compliant and ready to work.

We encourage our suppliers to additionally complete the Social Value Goal within the Constructionline platform. This enables us to identify and select likeminded suppliers.

Amey expect suppliers to:

- Join Constructionline and to have a plan for attaining, as a minimum, Gold Level membership. Lower levels of membership may be applicable, if deemed appropriate, and approval provided by Amey
- Complete the Social Value Goal within the Constructionline platform
- Upon request, provide written information on policies and practices related to compliance with the code.

BUSINESS ETHICS & INTEGRITY

Amey expect suppliers to:

- Comply with all applicable ethical trading laws and regulations in the countries where materials or services are sourced, produced and delivered
- Conduct their business operations with the highest levels of honesty and integrity
- Never offer facilitation payments unless required under local written laws
- Never attempt to solicit any customer, subcontractor, agent or employee of Amey without prior written consent from Amey with a view to supplying any service which would be deemed to be in competition to Amey's service offering
- Comply with all applicable ethical trading laws and regulations in the countries where materials or services are sourced, produced and delivered
- Not pay or accept bribes to obtain undue or improper advantage or to retain or obtain business. Supplier shall have company-wide policies in place to ensure compliance with anti-bribery legislation
- Perform all business dealings transparently and record all dealings on its books and records. Falsification of records is prohibited
- Protect the privacy expectations of personal information of Suppliers, customers, consumers, and employees and comply with applicable privacy and information security laws in respect thereof
- Amey expects suppliers to ensure cybersecurity and data protection through adherence to standards such as ISO 27001.

HUMAN RIGHTS & MODERN SLAVERY

Amey does not tolerate forced, debt-bonded, child labour, indentured labour practices or human trafficking in any form. Modern slavery can be present in any part of the supply chain and is not confined to countries considered high risk.

Amey expect suppliers to:

- Fully comply with the applicable legal requirements of slavery, forced labour and human trafficking laws (e.g., UK Modern Slavery Act 2015)
- Have assessed and understood the risk of modern slavery and where applicable put in place measures to reduce it
- Apply appropriate employment practices to prevent exploitation through, for example right to work checks
- Raise awareness of modern slavery to employees through appropriate means including training site inductions, notice boards and newsletters
- Have in place processes on what to do, in the case of it being identified
- Work with Amey to continue to both understand and mitigate the risk of modern slavery occurring, supporting with wider sector action and advocacy.

Anti-Slavery & Human Trafficking Policy

Dignity at Work Policy

Whistleblowing Policy

DIGNITY AT WORK

Amey has a zero-tolerance approach to instances of bullying, discrimination or harassment, whether carried out by colleagues to peers, by one group to another individual member, by a manager to an employee, by an employee to a manager, or by a third party, for example, a customer, client, or supplier.

Amey’s Dignity at Work Policy applies to all permanent, temporary, and fixed-term employees, agency workers, contractors and people engaged by our suppliers.

Amey expects suppliers to:

- Be responsible for observing, communicating, upholding, promoting, training and applying Amey’s Dignity at Work Policy and zero-tolerance approach
- Speak up and challenge inappropriate behaviour and conduct
- Deal with situations effectively when they arise
- Take reasonable steps to prevent sexual harassment from happening.

WHISTLEBLOWING

Amey’s whistleblowing process is clearly outlined in both the Amey Code and the Whistleblowing Policy. It is designed to identify, manage, and investigate concerns within our business and throughout our supply chain.

We actively encourage our supply chain partners to report any suspected malpractice or wrongdoing that may breach the principles of the Amey Code, contravene our policies and procedures, or violate legal requirements. Reports can be made through various channels, including appropriate Amey stakeholders.

To support this, Amey also provides a confidential whistleblowing helpline that suppliers can use to raise concerns safely and without fear of reprisal.

Fair Payment Code

Amey supports the Fair Payment Code and expects all our suppliers to do the same.





5 Innovation and collaboration



INDUSTRY COLLABORATION

Amey is keen to work and collaborate with organisations that champion and advocate high ESG standards, and/or change. Amey are signatories to the following initiatives:



The Prince's Responsible Business Network

Amey actively encourages its suppliers to join these organisations and schemes.

We expect suppliers to commit to the development of continuous improvement and innovation programmes with Amey to develop our product and service offering.

The Supply Chain Sustainability School (SCSS)

Amey recognises the pressures that are being placed on many organisations to deliver against environmental sustainability, social and economic goals.

Amey has partnered with the SCSS to support suppliers in developing their own skills and competencies for sustainability and social value. All suppliers to Amey will be offered the opportunity to enrol with SCSS and to undertake free of charge online training on a wide array of courses.

Where relevant and in discussion with our suppliers, we will agree a development plan whereby suppliers commit to undertaking a training activity and to introduce these topics into their organisation.

Definitions



Contract The contract for the supply of goods, materials or services. Goods and materials The goods and materials which are the subject of an order including, without limitation, plant, machinery, equipment, vehicles and materials (including packaging), whether raw or partly or wholly manufactured. Services Any services to be provided to Amey in connection with an order. Supplier The person, firm or company to whom an order is issued.	Strategic supplier Suppliers in this tier will be those that Amey deems to be business critical. Such suppliers will be expected to demonstrate commitment to supporting Amey's business aspirations, collaborate in all aspects of business improvement, strive to improve collective performance, innovate and develop and train staff at all levels in both businesses. These suppliers will be subject to a supplier review process that will be designed to develop the relationship with the supplier more effectively to ensure that Amey and the supplier are getting the best value and service from this relationship.	Preferred supplier Suppliers in this tier will be the those that Amey has an arrangement with to provide specific goods, materials or services to a framework agreement. These suppliers will be expected to demonstrate commitment to supporting Amey's business aspirations, collaborate in all aspects of business improvement, strive to improve collective performance, innovate and develop and train staff at all levels in both businesses. Approved supplier Suppliers in this tier will have gone through the supplier approval process and will be registered to be able to supply Amey.	Supplier tiers These tiers will be reviewed through a supplier evaluation process. When the supplier has been approved on the list, the Amey team will start the process of supplier development and relationship building appropriate to the status of the supplier.
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Amey website

We are a leading provider of full life-cycle engineering, operations and decarbonisation solutions for transport infrastructure and complex facilities.