





## The steps we will take to deliver our commitment

To rid our supply chain of products and services that are involved in deforestation, we will implement the following measures:



Train staff in our deforestation commitment, and educate them on how they can contribute to our efforts – at work and in their personal lives.



Ensure that any paper and carboard purchased by Pilgrims is 100% FSC certified.

## Require all preferred suppliers to:



Sign up to our code of conduct which covers important topics such as human rights, modern slavery, as well as environmental safeguarding.



Use raw materials from legal and sustainable sources.



Not be involved in the clearing of tropical rainforest or 'high conservation value' forests (directly or indirectly, e.g. knowing where raw materials are coming from).



Not be involved in the cultivation of new peatland.



Respect the rights and interests of indigenous peoples and local communities, including their traditional land rights, with their free and informed consent before working on them.



Implement clear and fair conflict resolution procedures with local and indigenous people impacted by works.



Flow the above requirements down to its suppliers and contractors.



Review our commitment annually complete with risks assessments to identify any emerging threat to our commitment (e.g. a new regular supply requirement).



## **Supplier monitoring**

We will only work with preferred and reputable suppliers who are able to adhere to the above standards, and adhering to our code of conduct will be key to the onboarding them. To ensure they remain aligned with our zero deforestation commitment we will:

- Review their policies, procedures, and adherence to our code of conduct annually
- Review their accreditations and public commitments annually
- Reserve the right to audit suppliers at least annually.

Where non-conformances between our standards and those of the supplier are discovered, we will offer them a chance to rectify the situation before removing them from our preferred supplier list, depending on the severity of the issue.

## **Continually improving**

We will work with clients, partners, suppliers and other parties to ensure that our risk of contributing to deforestation throughout our supply chain is kept at a minimum. Where possible, we will work with organisations such as Wild Britain and others, to further our knowledge and understanding of global deforestation risks, new methods we can deploy to minimise our impact on forests and deliver initiatives for actively promoting reforestation.