



**Supplier Standards**

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**Suppliers are  
critical partners in  
our commitment  
to operate  
responsibly**

We are a major, global producer and marketer of commodities, with a presence in over 50 countries and active at multiple stages of the commodity supply chain. Our supply chains comprise multinational, regional, national and local suppliers. These suppliers are critical partners in our commitment to operate in a manner that is responsible, transparent and respects the human rights of all.

### **Our requirements and expectations**

Drawing on internationally accepted standards, as well as Glencore's Code of Conduct and our Global Anti-Corruption and Human Rights Policies, these Supplier Standards detail the expectations we have for all of our suppliers. For the purposes of these Supplier Standards, a supplier is any individual, organisation or company that provides, sells or leases materials, products or services directly to Glencore companies, including contract workers.

Glencore expects these Supplier Standards will be incorporated, by reference, into all supplier contracts. In addition, when working on a Glencore site, all suppliers must also comply with site-specific requirements.

### **Our Supplier Standards**

We reserve the right to review and update these Supplier Standards when deemed necessary. The most recent version can be found on our website [glencore.com](https://www.glencore.com). Our Supplier Standards are set across four areas:

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## 1. Ethical business practices

We are committed to operating in accordance with strong ethical principles, as detailed in our Code of Conduct and Anti-Corruption Policy, and expect our suppliers to take responsibility for ensuring their conduct conforms to these principles.

We expect our suppliers to:

- Comply with all applicable laws and regulations, including requirements relating to:
  - Anti-corruption
  - Anti-competitive practices
  - Sanctions and trade laws
  - Prevention of money laundering
  - Criminal tax evasion
- Not solicit, accept, offer, provide or authorise bribes of any sort either directly or indirectly
- Offer fair remuneration
- Respect the right of the workforce to freedom of association and collective bargaining
- Have appropriate policies and controls to ensure compliance with the above requirements

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## 2. Safety and health

We believe that all fatalities, injuries and occupational diseases are preventable and expect our suppliers to take the necessary responsibility for maintaining safe and healthy workplaces.

We expect our suppliers to:

- Comply with all applicable laws and regulations to ensure a safe and healthy working environment
- Provide a safe and healthy working environment, including appropriate personal protective equipment
- Provide regular health and safety training to their workforce
- Have appropriate policies and controls protecting the safety and health of their workforce

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## 3. Human rights

We support and respect internationally recognised human rights as set out in the Universal Declaration of Human Rights and in a manner consistent with the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. We uphold the dignity, fundamental freedoms and human rights of our workforce and the communities in which we live and work and others affected by our activities.

We expect our suppliers to:

- Respect human rights and the UN Guiding Principles demonstrated by policies and processes appropriate to their circumstances, including:
  - A policy commitment to meet their responsibility to protect human rights
  - A human rights due diligence process to identify, prevent, mitigate and account for how they address their human rights impacts
  - Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute
- Respect the ILO Core Labour Standards
- Where appropriate, align security management practices with the Voluntary Principles on Security and Human Rights

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## 4. Environment

We acknowledge that our operations around the world can have direct and indirect impacts on the environment. We work to minimise our potential negative impact, complying with or exceeding relevant regulations.

We expect our suppliers to:

- Maintain all legally required and valid environmental permits, licenses, approvals and other certifications
- Improve their efficiency of energy, water and natural resource usage
- Minimise their waste
- Responsibly manage their air emissions, water quality and handling of hazardous materials
- Demonstrate active stewardship of the land and biodiversity systems
- Have appropriate policies and controls in place to effectively manage their environmental performance

## Raising concerns

We encourage our suppliers to ensure their workforce and associated communities have access to grievance mechanisms for the confidential raising of concerns without fear of retaliation.

Everybody working for Glencore (including suppliers) must promptly raise any situations in which the Glencore Code of Conduct, its underlying policies, including these Supplier Standards, or the law appears to be breached with a supervisor or manager, or with a local procurement contact. We also encourage other stakeholders who have concerns to raise them with the relevant site.

Where a concern remains unresolved through these local channels, or should an employee, contractor, supplier or other stakeholder, for whatever reason and at any time, feel uncomfortable utilising the local channels to resolve their concerns, the concern can be raised via Glencore's 'Raising Concerns' web platform at [glencore.com/raising-concerns/](https://glencore.com/raising-concerns/). The website allows any stakeholder to raise concerns on an anonymous basis. Additionally, there are toll-free telephone numbers for raising concerns, which are published on the Raising Concerns website. Glencore will not tolerate retaliation for reports made in good faith.

## Due diligence and corrective action

We undertake appropriate due diligence of our current and potential suppliers, using a risk-based approach.

- During pre-qualification, the tendering process, or at the renewal of an existing contract term we conduct risk assessments of our suppliers.
- On the basis of the risk assessment, suppliers may be required to complete a self-assessment against these Supplier Standards.
- In some instances we may conduct further due diligence, including the use of third party verification.
- Suppliers are expected to cooperate in the investigation and assessment of potential or adverse impacts and provide Glencore access to relevant information on reasonable request.

If an unacceptable level of risk is identified, we will work with the supplier to determine appropriate corrective action. The corrective action will be monitored by Glencore and the affected supplier until both parties agree the desired outcome has been achieved.

At all times we reserve the right to suspend, discontinue or terminate relationships with suppliers when we have reason to suspect or can identify that the supplier:

- Is in breach of the law, or
- Refuses or fails to demonstrate reasonable and timely efforts to implement agreed corrective actions required to operate in accordance with our Supplier Standards.

We recognise that local circumstances may pose significant challenges for meeting these Supplier Standards. When appropriate, we will seek to support our suppliers in capacity building and improving their adherence to the expectations set out in these Supplier Standards.

We encourage our suppliers to share and apply the expectations detailed in these Supplier Standards with their own supply chain and exercise due diligence on the materials, products and services supplied to Glencore companies. We recommend that due diligence policies and management systems are aligned with standards, such as the OECD Due Diligence Guidance for Responsible Business Conduct.

## Assistance for Suppliers

The following Group policies support these Supplier Standards and are available on the Glencore website [glencore.com](https://glencore.com).

- Our statement of values
- Code of Conduct
- Human Rights Policy
- Global Anti-Corruption Policy

## Selected Reference Standards:

- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- OECD Due Diligence Guidance for Responsible Business Conduct
- OECD Due Diligence Guideline for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- Voluntary Principles on Security and Human Rights

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