



Outcomes
First Group

Sustainable Procurement Policy

Policy Folder: ESG



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1. Purpose

Outcomes First Group recognises the importance of integrating sustainability into its procurement processes to minimise environmental impact, promote social responsibility, and support the well-being of communities. This Sustainable Procurement Policy aims to guide Outcomes First Group's procurement practices towards selecting suppliers, products, and services that align with our sustainability goals, while balancing the company's interests and making efficient use of resources.

2. Policy Statement

Outcomes First Group's procurement activities cover a broad range of goods and services, including but not limited to energy, waste, building and construction, carpets, cleaning, electronics, vehicle fleets, food and food services, landscaping, meetings and conferences, office supplies, paper, and product input materials. Our procurement decisions will always consider the efficient use of resources, cost-effectiveness, and sustainability, aiming to meet business needs while supporting responsible sourcing practices.

2.1 Environmental Sustainability

Outcomes First Group aims to minimise environmental impact by prioritising the procurement of goods and services that are environmentally sustainable throughout their lifecycle, including production, transportation, use, and disposal. Preference will be given to suppliers offering eco-friendly products and services.

Suppliers demonstrating a commitment to environmental sustainability, including those with recognised certifications (e.g., ISO 14001), will be considered favourably, provided that they also align with the company's operational and financial objectives.

2.2 Ethical Labor Practices

Outcomes First Group is committed to supporting suppliers who uphold ethical labour standards and fair employment practices, ensuring:

- Fair wages and benefits for workers
- Safe and healthy working conditions



- Respect for workers' rights and dignity

Suppliers will be evaluated on their adherence to labour laws, human rights standards, and ethical business practices.

2.3 Diversity and Inclusion

We strive to work with suppliers that promote diversity and inclusion, particularly those owned by or supporting underrepresented groups, including:

- Race/ethnicity
- Gender
- Sexual orientation
- Socioeconomic background
- Immigration status
- Disability
- Religion

While supporting a diverse supplier base is important, our procurement decisions will weigh the benefits of supplier diversity against cost, quality, and service efficiency.

2.4 Local Sourcing

Outcomes First Group values the importance of supporting local economies and reducing environmental impact. When feasible and aligned with business objectives, priority will be given to suppliers located within 50 miles of our main operations to foster economic development, create jobs, and reduce transportation emissions.

2.5 Commitment and Flexibility

Outcomes First Group acknowledges that, while we strive to prioritise sustainability, ethical practices, and diversity, it may not always be feasible or in the company's best interest to source exclusively from suppliers meeting these criteria. There will be instances where alternative suppliers provide better value or suitability for our needs. In all procurement decisions, we commit to balancing sustainability considerations with cost-effectiveness, operational efficiency, and the strategic interests of the company.

3. Commitment to Balanced Decision-Making

Outcomes First Group is committed to balancing business interests with sustainability considerations in procurement decisions. We prioritise efficiency, value for money, and sustainability, recognising that optimal decisions are those that best support our operational needs and sustainability goals.

4. Continuous Improvement

Outcomes First Group is dedicated to continuously refining its procurement practices to enhance sustainability performance while optimising resource use. Regular reviews and assessments will be conducted to identify opportunities for improvement and innovation. Stakeholder feedback, including from employees and suppliers will be integrated into our procurement decision-making and policy updates.

5. Implementation

- The Sustainable Procurement Policy will be communicated to all relevant stakeholders, including employees involved in procurement, suppliers, and contractors.
- Procurement processes will be aligned with this policy's principles, and training and support will be provided to ensure compliance.
- Progress towards sustainability goals will be regularly monitored and evaluated, with adjustments made as needed to balance company interests with sustainable practices.

6. Review and Revision

This policy will be reviewed annually to ensure it remains aligned with Outcomes First Group's business and sustainability objectives. Revisions will be made as necessary to reflect regulatory changes, industry best practices, stakeholder feedback, and organisational priorities.



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