



ECM (Vehicle Delivery Service) Ltd - Supplier Sustainability Policy

Section 1 Introduction and Policy Statement

ECM (Vehicle Delivery Service) Ltd is one of Europe’s leading providers of Finished Vehicle Logistics. Operating over 500 bespoke car transporters, ECM delivers 1.3 million vehicles per annum in the UK, on behalf of car manufacturers, importers, national sales organisations, and retailers.

ECM is committed to minimising the adverse social impacts of its day-to-day operations, including the purchasing of goods and services.

Ensuring sustainability is embedded in our decision making is essential to our goal of making a sustainable contribution to our stakeholders, namely customers, employees, industry and wider society.

Supplier Sustainability – Aims, Objectives and Methods

- QCDME** Purchase goods and services in a fair and transparent manner, using a balanced sourcing approach that takes into consideration the QCDME principle:
- Quality** - of the goods and services
 - Cost** - when compared with other Suppliers of similar goods and services
 - Delivery** - of the goods and services in a timely, damage free, competent manner
 - Management** - of the ECM account, before, during and after the purchase
 - Environment** – minimising as much as economically possible, any impact on the physical and social environment
- Equal Opportunities** to all bidders, both new and existing Suppliers, without discrimination in respect of race, religion, sexuality, age, location, religious beliefs.
- Conflict of Interest** Ensure all purchasing decisions are free from conflicts of interest.
- Any ECM Officer undertaking a purchasing process should declare to the Board of Directors any Conflict of interest, relationship, or connection that may exist between them and the Supplier / potential Supplier.
- Visits / Audits** An ECM representative may visit existing Suppliers, at their premises, to Audit compliance with this Policy.
- All new Suppliers may be visited by an ECM representative prior to order placement in order to Audit compliance with this policy.



Policy Compliance

All Suppliers should conduct their business activities with ECM in a manner that is consistent with, and achieves the objectives of the following ECM Policies:

ECM Anti-Corruption and Bribery Policy

ECM Code of Business Conduct Policy

ECM Competition Law Compliance Policy

ECM Environmental Management Policy

ECM Health and Safety Policy

ECM Statement to the Modern Slavery Act 2015

Section 2 Zero Tolerance

ECM operates a Zero Tolerance policy in respect of its Suppliers compliance with the following.

Child Labour

Child labour is forbidden. The minimum age for permission to work, according to national laws and legislation, must be observed.

Modern Slavery and Human Trafficking

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to Modern Slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective processes to ensure Modern Slavery is not taking place anywhere in our own business or in any of our supply chains.

Bonded, Compulsory, Forced, Trafficked labour and any form of Modern Slavery is strictly forbidden. Employees must be free to leave their employment after reasonable notice. Employees must not be required to lodge deposits of money or identity papers with their employer. Employees must not, under any circumstance, be held in slavery or servitude, whether adults or children.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling Modern Slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

As part of our purchasing processes, this policy is publicly available on our website, and is sent to all new suppliers. All new suppliers must confirm that they comply with the specific prohibitions of this policy. We reserve the right to seek the same confirmation from existing suppliers, at any time.

We expect that our suppliers will hold their own suppliers to the same high standards.

Elimination of Discrimination in Respect of Employment and Occupation

Discrimination based on factors non-relevant to the terms of employment is strictly forbidden. Examples of non-relevant attributes include; disability, ethnicity, gender, race, religion, sexual orientation.

Working Hours

Working hours and record keeping, must comply with the respective national and EU legal standards, limits, and requirements.

Compensation, remuneration, and payment to employees



The compensation and benefits paid or received, must comply with the respective national legal standards, limits, and requirements.

Bribery and Corruption

No form of bribery or corruption will be tolerated. Suppliers must operate their business in a manner consistent with the ECM Anti Bribery and Corruption Policy.

Health and Safety

Suppliers must, at the very least, comply with the minimum national standards in respect of a safe and hygienic working environment. Suppliers must take appropriate measures to guarantee Health and Safety at the workplace in accordance with national laws, legislation and regulations. Appropriate Health and Safety training and information should be provided to employees.



Section 3 Implementation

All ECM Directors, Managers, Supervisors, and Employees have shared responsibility for implementing the provisions of this policy.

The Board of Directors will endeavour to review this policy on an annual basis.

Approved by the Board of Directors

ECM (Vehicle Delivery Service) Ltd

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