



Ampa Group Responsible Procurement Supplier Expectations

January 2026

Building a Responsible Supply Chain

As a responsible business, we recognise that **our supply chain plays a critical role** in shaping our overall impact.

This document outlines the expectations we have of our key suppliers to operate in alignment with our values and ambitions. It complements our annual [Impact Report](#) by setting clear **standards for ethical, environmental, and social responsibility** across our supply chain.

While our [Supplier Code of Conduct](#) sets the baseline standards for all of Ampa Group's suppliers, this document goes further. It outlines **enhanced expectations** for our **key suppliers** who play a critical role in helping us deliver on our responsible business strategy.

We define our key suppliers by classifying our supplier based on one or more of the following:

- We spend over £100,000
- Via an internal risk assessment deeming the supplier to be high risk to our environment, infrastructure, data protection, services we provide or our customer experience

This includes a wide range of supplier types including large organisations to individual consultants and sole traders. We therefore take a **pragmatic approach** to implementing these expectations and where a supplier is a small business, sole trader or consultant, we will consider the nature of the relationship, type of goods or services provided, and the supplier's capacity when assessing alignment with our expectations.

For suppliers with whom we do not categorise as 'Key suppliers', we still encourage them to **adopt the spirit of these expectations** and as much of the detail of them as they can.

By working together, we can drive positive change and deliver meaningful impact throughout our shared value chain.



Our Responsible Business Framework

**Unlocking
potential as a
force for good**



**Growing
Impact in our
Communities**



Our Responsible Business framework is built around **four key pillars** that guide our commitments and actions. Our supplier expectations are shaped by the same framework, helping ensure **alignment and shared progress**.



**Empowering
our
People**



**Taking action
for the
Environment**

Our Tiered Approach to Supplier Expectations

To help our key suppliers understand and navigate our expectations, we have introduced a **three-tier system**.

Each tier represents a different level of expectation and commitment, allowing suppliers to identify where they currently stand and where they can aim to grow. The tiers are designed to **support transparency, encourage continuous improvement, and foster stronger partnerships**.



Core Requirement

These are the **non-negotiable** standards that all key suppliers must meet or be able to demonstrate they are working towards. They reflect the **foundational requirements** necessary for us to build a responsible supply chain.



Advanced Expectation

These expectations are **preferable but not essential**. Suppliers who meet these demonstrate a commitment to **going above and beyond**, aligning with best practices and leadership in responsible business.



Collaborative Development

These are **aspirational goals** that we will work on **collaboratively with suppliers**. They represent areas where we see potential for growth and innovation, and where we're committed to supporting suppliers on their journey.



Unlocking Potential as a Force for Good



Responsible Business

Our certification as a B Corp in 2023 helped us define our Responsible Business ambitions, and they continue to inform our ambitions and those we set for our stakeholders. Therefore, we expect suppliers to:

1. **Participate in Materiality Assessment** and stakeholder engagement activity periodicals as required by Ampa Group's Responsible Business Team.
2. **Operate ethically**, transparently, and in line with recognised standards (e.g. B Corp, EcoVadis, SBTi).
3. **Demonstrate compliance** with all relevant laws and regulations, including those relating to labour, human rights, anti-corruption, and environmental protection.
4. **Share data and insights** that help us understand and reduce our shared impact.



We advocate for initiatives that support Responsible Business, such as Anthropy and the Better Business Act. We encourage suppliers to engage with these movements.



Empowering our People



Inclusion and Wellbeing

We expect suppliers to:

- Proactively support the development of an **inclusive and diverse workforce** including fair representation of women, disabled, LGBT+ and Black, Asian and Minority Ethnic employees, and work to improve representation at senior levels.
- **Comply with all relevant equality legislation** in the jurisdictions in which they operate.
- **Not tolerate, in any form, any sexual harassment** of any individual in the course of their employment, including work related social events and on social media, and that suppliers require any third party, which includes sub-contractors, to comply with this expectation.
- **Encourage positive mental health** at work and have a documented mental health & wellbeing strategy.
- **Share data and case studies** illustrating the progress they are making to promote an inclusive working environment.
- **Be open to collaboration** on inclusion and wellbeing initiatives that are mutually relevant.





Growing Impact in our Communities

Social Value & Impact

A key element of Ampa Group's strategy is that we are committed to the places and sectors where we operate. This is reflected in our diverse range of hubs across the UK. It's also reflected in our commitment to deliver tangible social impact across those communities. We expect this commitment to be shared by our suppliers who should:

- **Have zero tolerance for the employment of child labour** – adhering to local laws relating to minimum working age and not engage in the employment of child labour.
- **Respect Human Rights** – demonstrate that they are vigilant about monitoring their operations and supply chain for evidence of forced or bonded labour.
- **Pay a living wage** to all their people who are involved in providing the goods and services we are procuring.
- **Participate in Human Rights saliency reviews** as required by Ampa Group's Responsible Business Team.
- **Actively support charitable causes** in their communities, both directly and through the active participation of their people.



Collaboration

We expect suppliers to be open to collaboration to enable us to deliver impact together that we could not deliver alone. As such, we expect suppliers to:

- **Be open to joint initiatives** supporting charitable causes in our communities and supporting young people from underrepresented or disadvantaged groups into employment, to address social mobility.
- **Provide data and case studies** that demonstrate the impact their community engagement activity has delivered.

We also encourage suppliers to be able to:

- **Demonstrate alignment with the Social Value Model** as outlined in the 2012 Social Value Act and the 2023 Procurement Act.



Taking Action for the Environment



1. Suppliers are expected to calculate and disclose their GHG emissions in line with the GHG Protocol by 2027

To enable Ampa Group to accurately report on the GHG emissions associated with our supply chain, we expect our suppliers to either publicly disclose, or to provide us directly with their annual GHG emissions as follows.

- **Total Scope 1 emissions**
- **Total Scope 2 emissions** – both market- and location- based
- **Total Scope 3 emissions** (this must include Purchased Goods & Services, Upstream Transportation & Distribution and Waste as a minimum)
- Scope 3 emissions **broken down by category**
- Dates of GHG emissions **reporting period**
- **Annual revenue** for the same period
- **Evidence** for GHG emissions and revenue figures e.g. link to annual report / accounts
- **Details of third-party assurance** undertaken



2. Suppliers are expected to set science-based GHG emission reduction targets by 2028 that are validated by the SBTi

To ensure that Ampa Group's suppliers support our own net zero ambitions, we expect our suppliers to set **science-based GHG emission reduction targets by 2028**. Suppliers are expected to set near-term targets as a minimum and should be working towards setting net zero targets. Suppliers should seek **validation of their science-based targets by the SBTi**.

Targets must cover company-wide scope 1 and 2 emissions as defined by the GHG Protocol. If scope 3 emissions account for 40% or more of a supplier's total footprint, we also expect the supplier to set a scope 3 science-based target.

Suppliers are expected to disclose the following details:

- Scope 1, 2 and 3 **near-term and net zero targets**
- **Target types** (i.e. absolute, intensity, engagement)
- **SBTi validation status**
- **Base year** and corresponding emissions for scope 1, 2 and 3



Taking Action for the Environment



3. Suppliers are expected to have a plan in place by 2028 that sets out how they plan to reduce their emissions to meet their science-based targets

To ensure that we meet our climate goals at Ampa Group, we must work with suppliers who are actively reducing their emissions. A **credible emissions reduction plan** helps to demonstrate a supplier's commitment to climate action and transparency on how they intend to meet their targets.

Suppliers should develop and maintain a climate transition plan that:

- Demonstrates how the supplier plans to **evolve its business model, operations and value chain** to meet its science-based targets.
- Includes **timelines, interim milestones and metrics** that track progress.
- Demonstrates a clear **governance structure** for delivery of the plan and integration into decision making.
- Is aligned with a **best practice framework** such as the Transition Plan Taskforce (TPT) Disclosure Framework.



4. Suppliers are expected to identify and mitigate material environmental impacts beyond GHG emissions

Beyond GHG emissions, environmental impacts such as **resource use, waste generation, biodiversity loss and pollution** must be addressed. We expect suppliers to assess their operations and value chains to identify their material environmental impacts and have a plan in place to mitigate these.

Suppliers should be able to demonstrate that they:

- Have conducted a **materiality assessment** to identify key environmental risks and opportunities.
- Have set clear **goals and actions** to address each material topic.
- Publicly **report on environmental performance** annually through sustainability reporting and disclosures.



Putting Ampa Group's Expectations into Practice



Onboarding

- We will share Ampa Group's expectations with key suppliers during the onboarding process.
- During this stage we will also assess each key supplier's alignment with Ampa Group's expectations, identifying and communicating any risks that will need to be addressed through the duration of the contract.



Regular Engagement

- Throughout the duration of the contract Ampa Group will engage regularly with key suppliers on progress towards meeting our Responsible Business Supplier Expectations.
- Engagement will be carried out through different channels and at different times of year, for example through day-to-day engagement with our Account Managers or Procurement team or ad-hoc engagement with our Responsible Business team.



Annual Data Collection

- Each year we will assess the performance and progress made by our key suppliers toward meeting Ampa Group's expectations.
- This will be a structured data collection exercise, enabling us to track and report on the progress of our supply chain towards meeting our Responsible Business goals.