

# Probi Sustainable Procurement Policy

Probi's sustainable procurement policy ensures that purchasing decisions consider environmental, social, and economic impacts. We prioritize ethical sourcing, respecting workers' rights and environmental standards.

Our procurement policy applies to all employees and contractors involved in procurement across Probi's global sites. Our goal is to procure goods and services fairly, efficiently, and with a balanced risk approach.

This is an abbreviated version of the original Procurement Policy.

## 1. Suppliers

- Suppliers must adhere to Probi's Suppliers Code of Conduct.
- We can terminate orders if suppliers misconduct or fail to meet essential requirements.
- Due diligence and risk assessments are conducted before engaging with suppliers.

## 2. Procurement Authority

- Internal processes ensure proper authorization and payment approval.
- Compliance with Probi's Authorization Manual is essential.

## 3. Social Responsibility

- We create value for stakeholders while promoting well-being.
- We favor suppliers aligned with our values, diversity, and long-term goals.

## 4. Environmental Guidelines

- Minimize environmental impact by sourcing responsibly.
- Promote nature-positive practices, use recyclable materials, and optimize energy and water use.

## 5. Ethical Sourcing

- Improve supply chain practices, avoiding conflict minerals and respecting international labor laws.
- Compliance with local laws and prevention of corruption are expected.

## 6. Supplier Diversity and Inclusion Program:

- Probi is committed to **supplier diversity and inclusion**.
- Suppliers are selected based on their commitment to diversity.
- Probi aims to create an inclusive pool of suppliers, supporting disadvantaged communities such as small businesses, minority-owned businesses, and women-owned businesses.