



TENTH
REVOLUTION

Sustainable Procurement Statement

This statement describes the behaviors observed by all companies under the Tenth Revolution Group ('the Group') umbrella. These include Frank Recruitment Group and Revolent Group.

April 2024

Overview

Our suppliers are a fundamental part of our business operations and Tenth Revolution Group believe we can have a positive influence on our supply chain by working in collaboration with our suppliers supporting responsible practices. We aim to reduce wasteful consumption and greenhouse gas ('GHG') emissions and this procurement statement is a guide to how we can make more socially and environmentally better choices.

Purpose

This statement outlines our commitment to sustainable procurement and responsible purchasing by the Group.

Scope

This statement covers all employees of the Group, including all levels and grades, whether permanent, fixed-term or temporary (collectively referred to as 'employees' in this statement) in all locations.



Professional Technical Services Procurement

The Group's largest procurement is services purchased from professional technology consulting firms located all over the world. When working with these suppliers which are outside of our control and independent businesses, we encourage them to apply the same requirements set out in this Policy and to comply with our [Supplier Code of Conduct](#). The key principles set forth in the Supplier Code of Conduct are; Suppliers' compliance with International Labour Organization (ILO) principles with respect to human rights and working conditions

- Suppliers must endeavour to ensure that slavery, human trafficking and corruption are not present in their business or supply chain
- Supplier's must strive to provide a safe and inclusive work environment free from discrimination and harassment
- Suppliers should pay all wages owed to employees who perform services in connection with the Group's business. This includes complying with all wage and pay laws in the jurisdiction where the supplier is performing the work.

Real Estate Procurement

The Group's next largest procurement is from landlords around the world for first class office space for our employees. In connection with these procurements, we will:

- Build environmental considerations into key criteria, for real estate leasing decisions and landlord assessments;
- Work with our landlords to encourage them to reduce their environmental impact;
- Encourage our landlords to annually calculate greenhouse gas emissions, including scope 1,2 and 3 and to commit to the Science Based Targets Initiative;
- Consider low-carbon alternatives, such as recycled or refurbished office furniture and look at leasing or hiring as an alternative to purchasing; and
- Use whole life cost as part of purchasing assessment, including environmental cost, with respect to office furniture.

Other procurement

In addition to the above, the Group purchases services or equipment from various IT vendors including, without limitation, SAAS services and licensed software programs.

The Group also purchases office supplies and marketing materials in connection with its business. When initiating or renewing these relationships or conducting competitive procurement processes, the Group will where practical inquire as to the vendors' sustainability programs and scoring and consider the same in its buying decisions.

This statement will be communicated throughout the Group and is available publicly on our website. We will conduct an annual review of this statement to ensure relevance and compliance are monitored and continuous improvements are made.



Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Lewis Miller, Chief Financial Officer and TRG Executive Board member

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