



GASCOYNE  
ESTATES

## SUPPLY CHAIN CHARTER

Gascoyne's suppliers are vital to our business. Whether sole traders, skilled craftspeople or larger firms, we benefit from long and mutually beneficial relationships with suppliers to our estates. The purpose of this charter is to set out four core areas in which we will seek to work with our suppliers to ensure that we remain aligned, strive for improvement and continue to support each other.

### Health and Safety

The importance of maintaining a safe working environment cannot be overstated. Health and safety must come first in all Gascoyne projects.

#### *You will*

Demonstrate full compliance with relevant health and safety standards.

Provide to Gascoyne relevant risk assessments and method statements.

Work collaboratively with Gascoyne to minimise risk and report on incidents openly.

#### *We will*

Ensure sufficient time and resources are allocated to the work.

Share the lessons from previous projects where they can inform best practice.

Be open to your recommendations on improving working practices.

### Sustainability

Gascoyne has established some challenging sustainability commitments. We cannot achieve them without your help. These items reflect the minimum expected of a Gascoyne supplier, but we welcome the opportunity to work with you to exceed them.

#### *You will*

Demonstrate that relevant environmental protections are in place.

Meet current regulation and maintain a awareness of future legislation.

Be willing to to engage with Gascoyne on improving sustainability performance.

#### *We will*

Work to help you reduce your carbon emissions and waste generation.

Specify materials and products which have a reduced environmental impact.

Prioritise work for those who demonstrate high standards in sustainability.

## Fair work

We believe in the power of good work - work that is fairly paid, and where people are treated with respect. We also recognise the challenges facing small businesses, and the ways in which Gascoyne can help.

### *You will*

Pay all your staff and contractors the Living Wage, as defined by the Living Wage Foundation.

Adhere to legal requirements, including tax evasion, money laundering, modern slavery, bribery and corruption. Recognise the value of a diverse workforce .

### *We will*

Pay you on time and respond to queries quickly.

Clearly specify the work to be undertaken.

Prioritise quality and consistency over price.

## Innovation

Our supply chain is full of experts. Whether retrofitting our properties with heat pumps, restoring historic buildings or building new ones, our suppliers are often at the leading edge of innovation. Tapping into this knowledge is critical to the future of our business

### *You will*

Demonstrate a commitment to continuous improvement.

Suggest and encourage innovative solutions to challenging problems.

Work with us to test and develop new ideas, technologies and approaches.

### *We will*

Always seek to improve our performance and efficiency.

Seek your advice and respect your opinion.

Provide opportunities for you to trial new technologies and approaches.

By working with Gascoyne Estates, you agree to abide by these principles and strive to exceed them.

Many of them will reflect business-as-usual for your business - and rightly so.

If there are any aspects of the charter which pose a problem for you, then please get in touch and we will be pleased to discuss further.