

## **Globe Sustainable Supply Chain Policy Commitment**

### **PURPOSE**

In line with Globe's vision of seeing a Philippines where families' dreams come true, businesses flourish, and the nation is admired, the company adheres to universal sustainability principles and recognizes the importance of engaging with suppliers that similarly operate responsibly. Hence, Globe aims to partner with suppliers and vendors that share the company's values rooted in corporate governance, sustainability and inclusive growth. This policy contains our commitments to a sustainable supply chain and is aligned with international principles and standards such as:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labour Organization Conventions

This policy reinforces our commitments stipulated in other company policies and our commitment to the Principles of the United Nations Global Compact (UN Global Compact) and the Sustainable Development Goals as well as corporate governance best practices.

Through this policy, Globe seeks to create a sustainable and resilient business ecosystem by enforcing high environmental, social and governance standards.

For the purposes of this policy, "suppliers" and "vendors" shall mean the same.

### **OUR COMMITMENT**

Globe is committed to develop, practice, and promote supply chain policies and programs to care for the environment, care for people, and enable a digital nation. We strive to ensure that our supply chain reflects our priorities. We commit to our suppliers that we will:

- Act fairly and ethically,
- Be transparent with our processes,
- Provide equal opportunity to all suppliers,
- Enable the development and participation of local enterprises in the supply chain through upskilling, supplier development, creation of and access to appropriate business opportunities in the Globe Supply Chain,
- Collaborate with them in their sustainability journey.

In line with our Net Zero GHG emission target by 2050, we commit to promote circularity in our supply chain, such as through take back programs, and to support and buy local products to contribute to economic development.

### **OUR PRINCIPLES**

The Supplier Code of Ethics (SCoE) contains our expectations from our suppliers on environmental, social, and governance practices and performance. They are encouraged to align their own policies and sustainability programs with those of Globe, especially in line with the Ten Principles of the UN Global Compact covering human rights, labor, environment



and anti-corruption. They must comply with applicable local Environmental, Social, and Governance (ESG)-related laws and regulations. Vendors should also strive to voluntarily meet other pertinent standards whenever possible.

### **Embedding sustainable practices in the supply chain**

Globe will conduct due diligence to its suppliers and will select suppliers based on an assessment criteria that factors in sustainability commitments, practices, and performance. All suppliers applying for accreditation will be given a copy of the SCoE. Selected suppliers are expected to adhere to the SCoE and the Sustainable Supply Chain Policy Commitment.

To increase supply chain transparency, Globe shall establish a management system to monitor performance of its suppliers against sustainability performance. For those that do not perform well, Globe will provide feedback and support in determining areas of improvement.

Further procedures will be issued to support this policy commitment.

### **MONITORING AND EVALUATION**

Globe may, at its sole option, appropriately assess on at least an annual basis the supplier's performance and potential risks that may arise from business practices of the supplier. Globe may conduct on-site evaluations and inspections of the vendor's facilities and records and those of their suppliers and subcontractors to review their adherence towards these standards and principles.

### **REPORTING IMPROPER CONDUCT**

Any employee, supplier and third party may use the [Globe Whistleblower Network \(GWeN\)](#) portal or send an email to [gtprocurement@globe.com.ph](mailto:gtprocurement@globe.com.ph) to raise compliance concerns or report suspected violations of the Sustainable Supply Chain Policy Commitment and other company's ethical standards by employees, officers and directors, and suppliers and partners. All reports are treated with confidentiality to ensure the safety of the whistleblower and parties involved as stipulated in our Whistleblower Policy.

Globe shall not tolerate any retribution or retaliation taken against any individual or entity who has in good faith sought advice or has reported questionable behavior or a possible violation of the Sustainable Supply Chain Policy Commitment and other company's ethical standards.

### **SCOPE OF APPLICATION**

This policy applies to Globe and can function as a guide for our subsidiaries and affiliates under the Globe Group. Similarly, our suppliers, and their suppliers, are encouraged to develop and build on their own sustainability policies and programs in tune with the standards and principles espoused herein.



## **COMMUNICATION**

For employees, this policy and any revision thereof will be posted through internal communication channels of Globe.

Moreover, Globe will disseminate this policy to all current and new suppliers for their guidance. All covered persons are responsible to read and implement this policy.

This policy will also be made available on the company's website for all other stakeholders.

## **RELEVANT POLICIES**

Also read Code of Conduct, Human Rights Policy Commitment, Environmental Sustainability Policy, Health and Safety Policy, Supplier Code of Ethics, Anti-corruption and Bribery Policy, Whistleblower Policy, Manual of Corporate Governance

Approved by: Ernest L. Cu, President and CEO  
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