



The Random House Group

UK Suppliers Policy

Policy overview

Our Suppliers Policy has been developed to ensure that our suppliers are able to help us achieve our requirements for the delivery of our products and services and that they share many of our CSR values and standards.

Our interaction with our suppliers is conducted in adherence with ethical and legal principles.

- Our policy is to operate within applicable laws.
- No bribes can be given or received.
- Conflicts of interest must be avoided and in all cases must be reported.
- We should not knowingly make misrepresentations.
- Discrimination or harassment of any kind will not be tolerated.

We are committed to ensuring that our business practice reflects rigorous ethical, professional and legal standards.

We want to be a customer valued by our suppliers.

Goals

- We aim to provide our suppliers with valued business characterized by professionalism and integrity
- We want to be a customer whose business growth will help grow our suppliers businesses
- We aim to develop long-standing partnerships with our suppliers and seek ways to ensure that the relationship is suitably robust, flexible and commercial viable to adapt to changing business requirements.
- We endeavour to maintain a close liaison with all suppliers.
- We endeavour to pay on time.
- We regularly undertake joint reviews of existing and future business practices and requirements

Initiatives

- The Random House Group is part of PRELIMS (publishers resolution for ethical international manufacturing standards), a UK group set-up to work for the adoption of a uniform social accountability standard to help ensure that books and book-plus

products are ethically produced by our suppliers. This is a standard against which one can assess and audit the compliance of our suppliers in terms of, for example, working conditions, health and safety, remuneration, working hours and prohibition of the use of child or forced labour. The standard is the CARE Process originally developed by the International Council of Toy Industries (ICTI).

- The majority of our book paper purchases are already FSC grades and we are in discussion with suppliers to move this to 100%.
- We ensure that for all products the manufacturing processes conform to the environmental regulations of the country of origin.
- We share our environmental policy with our suppliers and are working to introduce Environmentally Preferable Purchasing (EPP) policies and to add environmental issues/credentials to RFQs

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