

Health, Safety, and Environment (HSE) Policy for Supply Chain Management

Policy Statement

Dataco is committed to prioritizing health, safety, and environmental responsibility throughout our supply chain operations. This policy establishes our framework for ensuring that all supply chain activities, from procurement to delivery, adhere to the highest HSE standards while supporting our business objectives.

Purpose and Scope

This policy guides all activities related to the supply of goods and services, both in planning and execution phases[1]. It applies to:

- All business segments of Dataco
- All supplies, including those produced in our own operations
- All supplies sourced from direct and indirect suppliers
- All activities that finance or support commodity production, processing, and associated infrastructure[3]

Environmental Responsibility

Compliance and Standards

- All suppliers must comply with applicable environmental laws and regulations[2]
- Suppliers must achieve a minimum 15% reduction in carbon emissions within the first two years of partnership
- Suppliers must implement ISO 14001 or equivalent environmental management systems within 18 months of contract initiation

Resource Management

- Suppliers must reduce water consumption by 20% compared to their baseline within three years
- Energy efficiency improvements of at least 10% year-over-year must be documented
- Zero waste to landfill targets must be achieved within four years of partnership initiation

Sustainable Sourcing

- 100% of wood and wood pulp must be procured from certified sustainable sources[4]
- 75% of packaging materials must be recyclable, compostable, or reusable by 2027
- Reduction of packaging volume by 30% compared to 2023 baseline by 2027

Health and Safety Standards

Workplace Safety

- Suppliers must maintain a Total Recordable Incident Rate (TRIR) below 1.0 per 100 full-time employees
- 100% of supplier facilities must undergo safety audits annually with minimum compliance score of 85%
- Zero tolerance policy for serious safety incidents with immediate corrective action requirements

Employee Wellbeing

- Suppliers must provide comprehensive health benefits to 100% of employees
- Annual health risk assessments must be provided for 95% of employees in high-risk roles
- Mental health support programs must be available to all employees with 90% awareness rate

Implementation and Compliance

Supplier Selection and Management

- HSE performance will account for 30% of supplier selection criteria
- Suppliers exceeding legal compliance requirements will receive preferential consideration[5]
- Quarterly HSE performance reviews will be conducted with all tier-1 suppliers

Auditing and Verification

- Risk-based audits of suppliers will be conducted to ensure conformance with policy requirements[5]
- 100% of high-risk suppliers will undergo third-party verification annually
- Medium-risk suppliers will be audited every two years with a minimum 80% coverage rate

Continuous Improvement

- Suppliers must document a minimum of three significant HSE improvements annually
- Annual HSE training completion rate must exceed 95% for all supplier employees
- Collaborative industry initiatives with measurable outcomes must be supported by strategic suppliers

Reporting and Transparency

Data Collection

- 100% of tier-1 suppliers must report quarterly on key HSE metrics
- 85% of tier-2 suppliers must be included in HSE data collection by 2026
- Carbon emissions data must be verified by third parties for 90% of supply chain volume

Disclosure

- Annual public reporting of supply chain HSE performance with verification
- Incident reporting within 24 hours for significant HSE events
- Transparency on corrective actions with 100% closure rate documentation

Roles and Responsibilities

Dataco Management

- Executive leadership will review HSE performance quarterly
- Procurement team will incorporate HSE criteria into 100% of supplier agreements
- HSE specialists will provide technical support to achieve 95% compliance rate

Supplier Responsibilities

- Appoint dedicated HSE managers for partnerships exceeding \$1M annual value
- Cascade HSE requirements to their own suppliers with 80% verification
- Participate in Dataco-led HSE improvement initiatives with measurable targets

Non-Compliance and Remediation

Enforcement

- Suppliers failing to meet minimum standards will be placed on probation with 90-day improvement plans
- Three consecutive quarters of substandard performance will result in contract review
- Critical HSE violations may result in immediate contract termination

Support Mechanisms

- Technical assistance will be provided to 100% of suppliers placed on improvement plans
- Collaborative workshops will target common HSE challenges with 85% participation rate
- Financial incentives will be available for suppliers exceeding HSE targets by 25% or more

Note: This policy has been generated specially for hackathon. It has no relation with Syngenta or any other company.