



August 2023

Dear Partner,

As a major part of the UK's critical infrastructure, we take sustainability very seriously, whether we're supporting the communities that need it most or, nurturing a culture of belonging and respect for our diverse people. Every step we take as a business needs to have meaningful impact on our people and our society. We're here to provide connectivity, every day, for every customer. Part of that work is ensuring our suppliers follow the same high standards that we would expect of ourselves.

Our partners have a key role to play in our strategy to ensure a sustainable future for Three's customers and business and, we have a collective duty to ensure that we operate to the highest ethical benchmarks. As such, we have partnered with EcoVadis, the global leader in independent supply chain sustainability ratings, to support our understanding of our supply chain, in relation to environmental, social and governance practices. By the end of 2023 we intend to have all of our key suppliers (as a minimum covering 95% of our spend) monitored and assessed by Ecovadis.

We strongly encourage you to actively engage in this programme of work and, to begin to work collaboratively with us towards a common set of sustainability goals that our businesses and customers can be proud of. Objective CSR scoring will now form part of our sourcing decision process, with preference given to those who can demonstrate the required levels of compliance (both for themselves and within their own supply chains). In addition Financial Health ratings will also be a key consideration and therefore, our recent partnership with RapidRatings will support us in providing financial visibility across our supply chain.

To support our joint sustainable procurement initiative across the other Three operating companies, your Ecovadis performance may also be shared with Three Ireland.

There is an assessment fee based on your company's headcount and level of service you choose. Further details of the fees and services can be found via fees.ecovadis.com.

An EcoVadis assessment will provide you with a sustainability Scorecard and tools for benchmarking to improve your own sustainability practices. By participating in the EcoVadis assessment, there are multiple benefits to your organisation as you will receive:

- A customised and confidential sustainability assessment,
- An actionable sustainability Scorecard (which you can share with other clients at no additional cost),
- Collaborative tools and how-to guides for improving your sustainability practices
- Access to an e-Learning platform to enable the evolution of your sustainability management system, and,
- An industry profile for benchmarking your performance,

We believe that using the EcoVadis platform will increase transparency, encourage collaboration, and facilitate ongoing improvement.

We thank you in advance for the time that you will spend in completing this assessment and joining this strategic initiative on which we can work together for a more sustainable future.

If you are already in the process of undertaking an EcoVadis assessment, please let us know.

If you have any queries, please feel free to contact Nicki.clark6@three.co.uk

Lou Parker
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