

Guardian Sourcing Values

The Guardian was founded in the roots of the social justice movement in 1821. Our journalism sets the standards by which we run our organisation. We expect anyone who works for or with The Guardian to be fair and honest and to protect the vulnerable and the voiceless within their organisation and supply chains.

We want to work with businesses, partners and suppliers that champion social and environmental justice, not solely the pursuit of profit. Our suppliers will take measures to prevent illegal conduct such as corruption and bribery, tax evasion, modern day slavery and other human rights violations within their business and supply chain.

The Guardian expects that both our own business and our suppliers live up to and adhere to our Guiding Principles below, complying with our minimum requirements and demonstrating progress towards our aspirational standards as set out for each principle. Our Guiding Principles aim to inspire our staff and suppliers to meet the high expectations set by our journalism.

References in this document to “the Guardian” and “we” are to Guardian Media Group plc and its subsidiaries from time to time, including, in particular, Guardian News & Media Limited, GNM Australia Pty Ltd and Guardian News & Media LLC.

Where a Guardian company is based outside of the UK, and this document refers to any UK or EU law or policy, the local law equivalent of the country in which the Guardian company is based will apply instead. If there is no local law equivalent, the UK or EU law or policy will continue to apply.

Our Guiding Principles

We have five guiding principles underpinning our Guardian Sourcing Values, explored in more detail below, they are:-

- Protecting our environment
- A better life for children
- Valuing diversity and practicing equity
- Creating a safe and rewarding working environment
- The right to privacy

Protecting our environment

We want to work with suppliers who are actively reducing their contribution to the climate crisis and supporting those most at risk from its effects. This means respecting and caring for the environment to support and protect natural ecosystems, protecting human health from pollution and extreme weather events and giving everyone fair access to resources. We want to work with suppliers who are actively reducing their reliance on fossil fuels and supporting those most at risk from the effects of the climate emergency.

We would like suppliers to abide by the three principles on the environment that are set out in the [United Nations Global Compact](#):

- Support a precautionary approach to environmental challenges
- Undertake initiatives to promote greater environmental responsibility
- Encourage the development and diffusion of environmentally friendly technologies

Our commitment

The Guardian:

- Will achieve a two thirds reduction in our combined scope 1, 2 & 3 greenhouse gas emissions between 2020 and 2030
- Will seek to decouple our business and finances from fossil fuel extractive industries
- Be transparent in our progress, publishing the results of our emissions audits and other key indicators of our progress

Mandatory requirements

Suppliers to the Guardian will:

- Provide the Guardian with the data we require to conduct our annual carbon reporting. At a minimum this includes providing data on scope 1 & 2 emissions (as defined by the [GHG Protocol Corporate Accounting & Reporting Standard](#)) and an estimate of what % of the supplier's sales the Guardian accounts for
- Abide by all existing international and national legislation and regulations regarding the protection of the environment

Preferred standards

Suppliers to the Guardian will:

- Measure and report on their carbon emissions annually, including scopes 1, 2 and 3 (supply chain)
- Publicly commit to targets for emissions reduction that are consistent with maintaining global heating within 1.5 degrees of pre-industrial levels, and have plans in place for how these targets will be met
- Minimise their energy consumption and use energy from renewable sources to power their own facilities
- Demonstrate compliance with best practice environmental standards relevant to their industry
- Seek to reduce their water use and impact on water pollution, air pollution, and land degradation
- Eliminate unnecessary materials from their supply chain (e.g. packaging); ensure that materials, processes and product design support reuse and recycling
- Prioritise use of local, recycled, non-toxic and low environmental impact materials
- Understand their key environmental impacts and the impacts in their supply chain

A better life for children

We want to ensure that children can enjoy a safe and fulfilling childhood with access to education, avoiding the need to do paid work. We want to work with partners who uphold these values in their own businesses and in their supply chains.

We will not tolerate any form of child labour and are committed to full remediation and return to education of any children found working in our supply chains.

We use the UN's definition of child labour: work for which the child is either too young – work done below the required minimum age – or work which, because of its detrimental nature or conditions, is altogether considered unacceptable for children and is prohibited.

The required minimum age is at least local law or where no age is specified, older than 16 years.

Our commitment

The Guardian:

- will ensure that we uphold these principles in our own organisation and will choose to work with suppliers and partners who share these values
- we will not tolerate child labour in our supply chain

Mandatory requirements

Suppliers to the Guardian:

- will meet all existing international and national legislation and regulations regarding child labour
- will have policies and processes in place to meet these requirements and commit to:
 - identifying high risks areas for potential child labour in their own operation and supply chain
 - being financially responsible for the remediation of child labour, if a child is found working in the partner's business or supply chain. This means the partner will remove the child from work, fund the return to education and provide support so that they remain in education until at least the legal minimum age for work

Valuing diversity and practicing equity

We believe that all people should be treated with respect and be accorded dignity. We want to work with suppliers who promote equality and diversity and champion an inclusive working culture and dignity at work. The Guardian values diversity of background, experience and thought and has a long history of embracing diversity, from women's rights to LGBTQIA+ and religious rights.

The Guardian believes that fostering an inclusive culture can help people and organisations to reach their potential. An inclusive culture means we can tackle problems from different perspectives, improve productivity and drive innovation.

We will not work with businesses and organisations who treat people unfairly because of their race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation or any other category protected by any applicable law.

Our commitment

The Guardian:

- will ensure that we uphold these principles in our own organisation and will choose to work with suppliers and partners who share these values
- We are committed to respecting human rights
- will partner with businesses and organisations that engage in equitable practises regarding marginalised peoples and communities, when possible
- will engage with First Nations businesses and organisations where possible as priority in Australia

Mandatory requirements

Suppliers to the Guardian will:

- will meet all applicable international and national law regarding [discrimination in respect of employment and occupation](#)
- will identify high risks areas for potential discrimination in their own operation

Preferred standards

Suppliers to the Guardian:

- will champion diversity and inclusion as being both culturally and commercially valuable
- will actively demonstrate action and measure the impacts that action has on their organisation

Creating a safe and rewarding working environment

We want to create living and working environments for people that are healthy, safe, secure, respectful and pay a living wage. We want to work with business partners who share our commitment to providing security and safety at work and improving local community conditions.

We believe that businesses should support and respect the protection of [internationally proclaimed human rights](#) and foster secure working cultures by enabling workers to voice their views through the provision of appropriate communication and grievance procedures.

We will not work with suppliers who use any form of forced or compulsory labour or oppression within our supply chain. We expect suppliers to meet all legal obligations and understand the potential risks to human rights in their own operations and supply chains.

Providing secure and safe work means:

- work that is not bonded, forced or slave labour
- the right to associate freely and bargain collectively
- a healthy and safe workplace including access to healthcare
- a living wage that enables workers to meet their needs and removes financial insecurity
- job security
- workers are not on contracts that seek to undermine legal benefits or job security (including redundancy and dismissal), for example exploitative zero hours contracts
- reasonable hours which provide workers with a work/ life balance
- respect and equal treatment at work including the right to maternity and paternity leave

Improving local community conditions means:

- protecting and promoting the rights of local communities along the entire supply chain
- understanding that indigenous peoples have the right to free, prior and informed consent as enshrined in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP)
- contributing to the social and environmental sustainability of the communities in which we operate

Our commitment

The Guardian:

- will ensure that we uphold these principles in our own organisation and will choose to work with suppliers and partners who share these values
- we are committed to respecting human rights, with particular focus on modern slavery
- will buy in such a way so as to encourage secure and fair work
- will pay all directly employed and contracted staff the Living Wage

Mandatory requirements

Suppliers to the Guardian:

- will meet all existing international and national legislation and regulations regarding health and safety ([including modern slavery](#)), [the ILO fundamental principles](#) and rights at work and the [EU Working Time Directive](#) or equivalent

- will identify high risk areas for potential violation of human rights abuse in their own operation and supply chain. With particular focus on bonded, forced or slave labour
- will pay staff the UK Government Living Wage, if based in the UK. At least the legal minimum wage outside the UK
- will not use exploitative zero hours contracts or other contracts that undermine work security in the provision of services to the Guardian

Preferred standards

Suppliers to the Guardian:

- foster secure and inclusive working cultures and promote workers' voices in their own operations and in their supply chain, seeking to maximise positive benefits for the workers and the local communities in which they operate
- will pay all directly employed and contracted staff the Living Wage as set by the Living Wage Foundation
- will make us aware when violations of human rights are identified in their own operations or supply chains and work to resolve issues, rather than just exiting the relationship

The right to privacy

Everyone has the right to privacy and to know and control how their information is being used. We expect our suppliers to meet all existing legislation regarding data privacy and to be open and honest with their users.

The Guardian will only work with suppliers who comply with data protection law.

For more information, please read the [GNM Privacy Policy](#).

If you would like more information on anything contained in this document, please email procurement.team@theguardian.com