

Supplier Code of Conduct



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Classification	PUBLIC

Overview

Suppliers must abide by Company-derived expectations. Regular vendor assessments ensure that our requirements are met during onboarding and continually thereafter.

Applicability

The applicability of this statement falls under purview of the [Security Documentation Overview](#).

Scope

All suppliers for the Company are included within the scope of this code of conduct.

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Environmental standards

Suppliers must:

- Maintain an environmental policy covering energy, emissions, waste, and water.
- Disclose Scope 1, 2, and relevant Scope 3 GHG emissions where applicable.
- Implement measures to reduce emissions and improve energy efficiency.
- Use renewable energy where feasible.
- Manage waste responsibly, including e-waste recycling through certified providers.
- Comply with all applicable environmental laws and regulations.

Social and Labour standards

Suppliers must:

- Respect human rights and labour laws.
- Prohibit child labour, forced labour, and discrimination.
- Ensure safe working conditions.

Ethics

Suppliers must:

- Conduct business with integrity, avoiding bribery and corruption.
- Protect confidential information and intellectual property.

Compliance

Suppliers must:

- Complete sustainability questionnaires where required.
- Provide evidence of compliance (policies, certifications, audit reports) where required.
- Allow audits where required.

Non-compliance

Failure to comply may result in corrective action plans or termination of the business relationship.

Document control

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Version History

Date	Author(s)	Version	Changes
Apr 24, 2025	Paul Gordon	1.0	New policy

Jan 21, 2026	Paul Gordon Art Machado Angelina Kilmer	1.1	Annual review