



# Supplier Code of Conduct

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## 1 PURPOSE OF THE POLICY

This Supplier Code of Conduct outlines the standards and principles that our company expects all suppliers to adhere to when conducting business with us or on our behalf. We are committed to conducting our business in an ethical, legal, and socially responsible manner, and we expect the same from our suppliers.

## 2 APPLICABLE LEGISLATION

Suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes, but is not limited to, laws and regulations related to labour, health and safety, the environment, anti-corruption, and data protection.

- [List of Employment Laws and Legislation UK | 2022 Law Acts - UK Rules](#)
- [Employment status and employment rights - GOV.UK](#)
- [Health and Safety at Work etc Act 1974 - HSE](#)
- [Environment Act 2021](#)
- [World-leading Environment Act becomes law - GOV.UK](#)
- [Legislation - HSE](#)
- [Bribery Act 2010](#)
- [Anti-bribery policy - GOV.UK](#)

## 3 ABBREVIATIONS AND DEFINITIONS

**Supplier** – Any third party entity who supplies goods or services to Connexin Group of Companies.

**Child labour** – Refers to the employment of children which has the potential to be harmful to their health or development and interferes with educational and development requirements.

**Forced labour** – A situation where an individual is forced to work against their will, often under threat of harm or punishment.

## 4 LABOUR & HUMAN RIGHTS

Suppliers must respect the human rights of their employees and treat them with dignity and respect, including within their own supply chain. This includes, but is not limited to, the following:

- No forced, bonded, or involuntary labour
- No child labour
- Freedom of association and the right to collective bargaining
- Fair wages and benefits
- Reasonable working hours
- No discrimination
- No harsh or inhumane treatment

## 5 HEALTH & SAFETY

Suppliers must provide a safe and healthy working environment for their employees. This includes, but is not limited to, the following:

- Adequate health and safety training
- Safe and well-maintained equipment and facilities
- Appropriate personal protective equipment
- Emergency preparedness and response procedures

## 6 ENVIRONMENT

Suppliers must operate in an environmentally responsible manner and minimize their impact on the environment. This includes, but is not limited to, the following:

- Compliance with all applicable environmental laws and regulations
- Reduction of waste, emissions, and energy consumption
- Responsible use of natural resources
- Proper disposal of hazardous materials

## 7 CARBON EMISSIONS MONITORING

Suppliers must monitor and report their carbon emissions to enable our company to accurately calculate our scope 3 emissions. This includes, but is not limited to, the following:

- Measuring and reporting direct and indirect greenhouse gas emissions from their operations.
- Implementing a system to track and report emissions data.
- Providing Connexin with regular emissions reports and supporting documentation.
- Working with Connexin to identify opportunities to reduce emissions and improve environmental performance.

## 8 ANTI CORRUPTION

Suppliers must not engage in any form of corruption, bribery, or unethical business practices. This includes, but is not limited to, the following:

- No bribes, kickbacks, or other improper payments
- No gifts or entertainment that could be seen as an attempt to influence business decisions
- No conflicts of interest
- No anti-competitive practices

Suppliers should engage in fair competition and refrain from any anti-competitive practices.

## 9 DATA PROTECTION

Suppliers must protect the personal data of their employees, customers, and business partners in accordance with all applicable data protection laws and regulations. Suppliers must respect the intellectual property rights of Connexin and other third parties. Suppliers must protect any confidential information shared by Connexin and ensure that such information is not disclosed or used for any purpose other than the agreed business arrangement.

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## 10 MONITORING AND COMPLIANCE

Suppliers must maintain accurate records to demonstrate compliance with this Code of Conduct. We reserve the right to monitor suppliers' compliance with this Code of Conduct through audits and inspections.

Suppliers who fail to comply with this Code of Conduct may be subject to corrective action, up to and including termination of the business relationship.

## 11 REPORTING CONCERNS

Suppliers are encouraged to report any concerns or violations of this Code of Conduct to our company through our confidential reporting channels.

Suppliers should have mechanisms in place for employees to report concerns or any violations of this Code of Conduct without fear of retaliation.

We will not tolerate any retaliation against anyone who reports a concern in good faith.

## 12 CONTINUOUS IMPROVEMENT

Suppliers should continuously strive to improve their operations in line with the principles outlined in this Code of Conduct. Connexin is committed to working with suppliers to enhance their practices where necessary.

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## 13 MONITORING AND AUDIT

This Policy is subject to company policy review on an annual basis or wherever there are changes that the company deem appropriate to be taken into consideration.