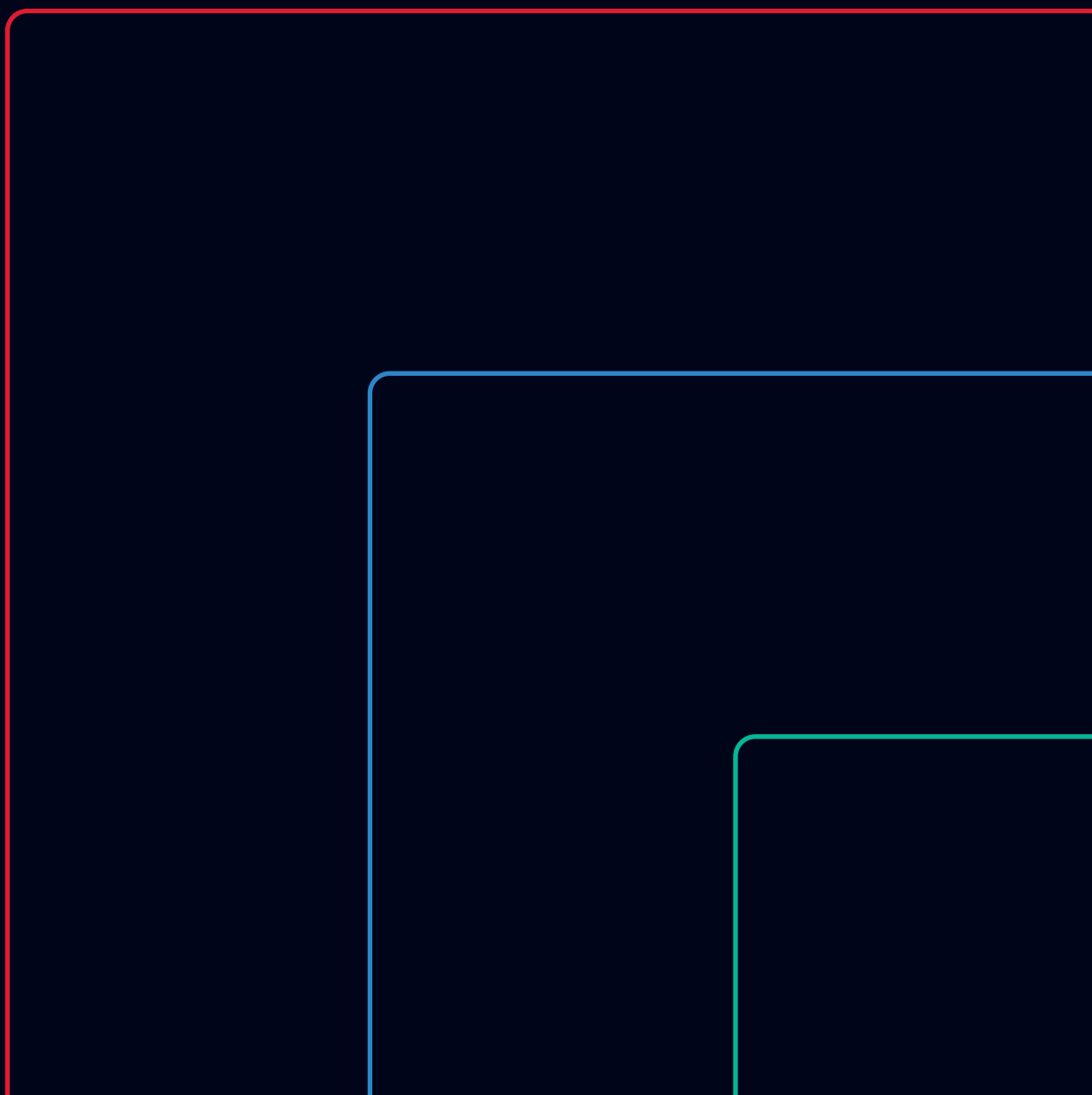


# Supplier Code of Conduct Policy



# Supplier Code of Conduct

## Introduction

Unitary Engineering Services Ltd is committed to conducting business in an environmentally responsible and ethically sound manner, promoting fair labour practices and safe working conditions throughout our supply chain. This Supplier Code of Conduct outlines the standards and expectations for all our suppliers, contractors, and business partners (hereafter referred to as “Suppliers”) to adhere to these principles in alignment with our organizational values.

## Compliance with Laws

Suppliers must comply with all applicable local, national, and international laws, regulations, and directives relating to their operations, labour practices, and environmental impacts.

## Labour Practices

- **Forced Labor:** Suppliers must not use forced, bonded, indentured, or involuntary prison labour.
- **Child Labor:** Suppliers must comply with the minimum employment age limit defined by national law or regulation and shall not employ anyone under 15.
- **Harassment and Discrimination:** Suppliers must provide a workplace free of harassment and discrimination. Discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status is not acceptable.
- **Working Hours and Wages:** Suppliers must comply with all applicable laws and regulations concerning working hours and wages. Employees should be compensated fairly for all hours worked and provided with a clear, understandable wage statement.

## Health and Safety

Suppliers must provide a safe and healthy working environment to prevent

accidents and health injuries arising out of, linked to, or occurring in the course of work.

## Environmental Responsibility

Suppliers are expected to conduct their operations in a way that protects the environment. This includes complying with all applicable environmental laws and regulations, reducing waste and emissions, and minimising environmental impact.

## Ethics and Integrity

- Corruption and Bribery: Suppliers must not engage in corruption, extortion, or bribery.
- Intellectual Property: Suppliers must respect intellectual property rights and transfer technology and know-how in a manner that protects intellectual property rights.
- Privacy and Confidentiality: Suppliers must safeguard and use confidential information only appropriately to protect the privacy and personal information of everyone they do business with.

## Monitoring and Compliance

Unitary Engineering Services Ltd reserves the right to verify compliance with this code through internal or external assessment mechanisms. Suppliers are expected to provide necessary access to information and facilities and to cooperate with audit processes.

## Reporting Concerns

Suppliers must provide a mechanism for their employees to report concerns or potentially unlawful workplace activities. Any concerns regarding compliance with this Supplier Code of Conduct should be reported to Unitary Engineering Services Ltd. through Adam Griffiths.

## Implementation

Suppliers are encouraged to adopt similar principles with their suppliers and subcontractors. This Code of Conduct is to be communicated to all employees

engaged in the supply chain and implemented effectively upon commencing any business with Unitary Engineering Services Ltd.

Date: 03.02.2024

Name: Adam Griffiths

Signed:

A handwritten signature in black ink, appearing to read 'Adam Griffiths', written in a cursive style.

Managing Director

Unitary Engineering Services Ltd