

# SUPPLIER CODE OF CONDUCT

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**The Power of Partnership**

# MAIN PRINCIPLES FOR SUPPLIERS

**gbpartnerships are aware of the responsibility we bear toward our customers, employees, wider stakeholder group and the communities in which we work.**

Thus, we have given ourselves a set of ethical values to guide us in our business dealings. This is set out in our values wheel below:



We expect all our suppliers, i.e., all companies who do business with the gbpartnerships group of companies, to move towards operating in line with these ethical principles.

For this purpose, gbpartnerships has drawn up this supplier code of conduct, which sets the standards for doing business with us.

## Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice.

## Social Value

The supplier should have a policy that demonstrates a commitment to social value. For example: promoting sustainability, supporting local employment and businesses, fostering healthier, safer and more resilient communities or supporting a charity.

## Child Labour

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (reference: ILO Convention 138(7)).

## Forced Labour

The supplier shall make no use of forced or compulsory labour.

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## **Russia/Belarus**

The invasion of Ukraine by Russia has been met with unprecedented global condemnation. The UK Government has introduced financial and investment sanctions aimed at encouraging Russia to cease actions which destabilise Ukraine. gbpartnerships expects their suppliers will not work with any suppliers that support or have any connections with Russia or Belarus.

## **Compensation and Working Hours**

The supplier shall comply with the respective national laws and regulations regarding working hours, wages and benefits.

## **Discrimination**

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

## **Health and Safety**

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illnesses. Suppliers should, as a minimum have a set of clear health and safety policies.

## **Business Continuity Planning**

The supplier shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

## **Improper payments/bribery**

The supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the supplier may not offer services, gifts or benefits of gbpartnerships supply chain employees in order to influence the employee's conduct.

## **Environment**

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. In this regard, we also expect our suppliers to take sustainability into account in their own operations, for example by setting carbon reduction goals for themselves and achieving them.

## **Business Partner Dialogue**

The supplier shall communicate the principles stated in the supplier code of conduct and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The supplier shall motivate such parties to adhere to the same standards.

## **Continuous Improvement**

gbpartnerships expect suppliers to continuously improve their goods and services and bring innovation, ideas and expertise to help address its strategic challenges and to support growth. We will endeavour to create the right conditions to allow suppliers to innovate both during the procurement process and the life of a contract.

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## **ISO 9001**

Suppliers should either hold or be working towards ISO 9001 accreditation. Holding this standard is a guarantee of a commitment to higher customer satisfaction, reduced product or service problems, streamlined business processes, increased consistency in business practices and an improved chance of winning contracts.

## **Reputation and Public Trust**

We want to work with suppliers who are proud of their reputation for fair dealing and quality delivery. We want working with gbpartnerships to be seen as reputation enhancing for the supplier. We expect all parties to be protective of gbpartnerships reputation, and ensure that neither they, nor any of their partners or subcontractors, bring gbpartnerships into disrepute by engaging in any act or omission which is reasonably likely to diminish this trust.

## **Confidentiality**

gbpartnerships and suppliers are both expected to protect commercial and sensitive information. gbpartnerships and suppliers may both also be party to confidential information that is necessary to be effective partners. This information, even if it is not covered by contractual provisions, should be handled with the same care as information of similar sensitivity.

## **Conflicts of Interest**

We expect suppliers to mitigate appropriately against any real or perceived conflict of interest through their work with gbpartnerships. A supplier with a position of influence gained through a contract should not use that position to unfairly disadvantage any other supplier or reduce the potential for future competition, for example by creating a technical solution that locks in the supplier's own goods or services.

## **Treatment of Supply Chain**

gbpartnerships expects suppliers to deal fairly with subcontractors and suppliers in their supply chain. We expect suppliers to avoid passing down unreasonable levels of risk to subcontractors who cannot reasonably be expected to manage or carry these risks. We expect suppliers to encourage innovation in their supply chains to increase the value or quality of supply.

## **Compliance with the supplier code of conduct**

gbpartnerships reserves the right, upon reasonable notice, to check compliance with the requirements of the supplier code of conduct. gbpartnerships encourages its suppliers to implement their own binding guidelines for ethical behaviour.





## The Power of Partnership

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We work with NHS and Local Authorities to plan, deliver, and maintain the highest quality health and public buildings that serve the needs of communities, now and in the future.

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