



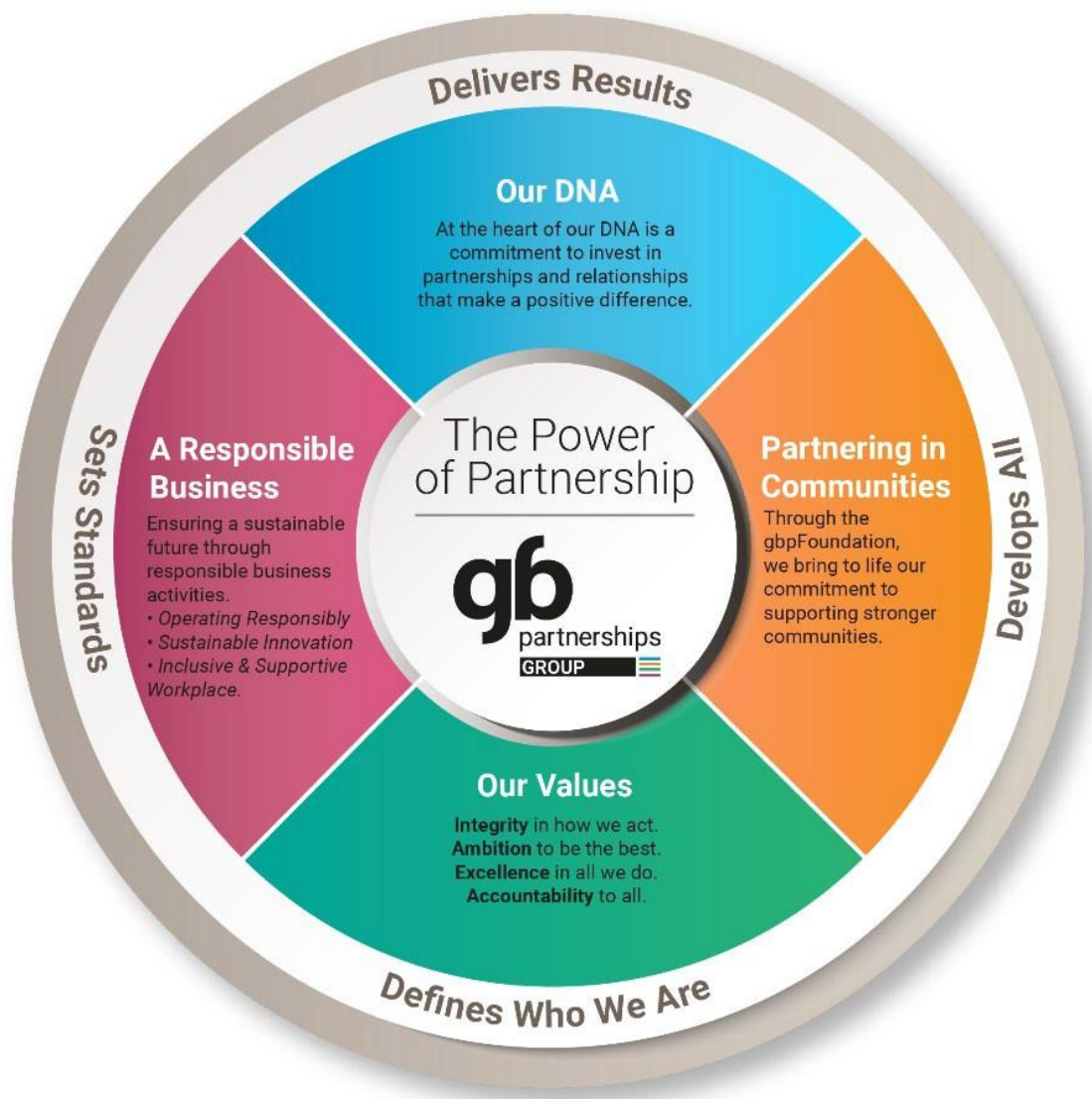
Supplier Code of Conduct

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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.

We expect all our suppliers, i.e., all companies who do business with gbpartnerships, 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. This especially applies to:

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.

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.

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 gbp partnerships 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.

ISO 9001

Suppliers should either hold or be working towards ISO 9001 accreditation and/or align with our ISO standards and policies. 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.

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.

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.

Any breach of the obligations stipulated in this supplier code of conduct is considered a material breach of contract by the supplier.

Document Details	
Version	4.0
Document Ref	P83
Policy Prepared by	Quality Team
Approved by	Abdul Hamid
Date of Approval	July 2025
Operational From	July 2025
Review Date	July 2027