

## Team Defence Information

### Suppliers Code of Conduct

#### 1. Introduction

This Suppliers Code of Conduct outlines the ethical and business standards that UKCeB trading as Team Defence Information ("the Company") expects from its suppliers and business partners. The Company is committed to conducting business with integrity, transparency, and respect for human rights, labour rights, environmental sustainability, and ethical business practices. This Code of Conduct applies to all suppliers, contractors, subcontractors, vendors, and business partners ("Suppliers") who provide goods or services to the Company.

#### 2. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and standards in the jurisdictions where they operate, including but not limited to laws related to labour, human rights, environmental protection, health and safety, anti-corruption, and fair competition.

#### 3. Labour Standards

Suppliers must uphold fundamental labour rights and provide fair and safe working conditions for their employees. Specifically, Suppliers must:

- Respect the freedom of association and the right to collective bargaining.
- Prohibit forced labour, child labour, and any form of human trafficking.
- Provide fair wages, benefits, and working hours in compliance with applicable laws and industry standards.
- Ensure a safe and healthy work environment and take measures to prevent workplace accidents and occupational hazards.

#### 4. Human Rights

Suppliers must respect and support the protection of human rights in all aspects of their operations. Specifically, Suppliers must:

- Uphold the principles of non-discrimination and equal treatment for all individuals, regardless of race, ethnicity, gender, religion, age, disability, or any other characteristic protected by law.
- Respect the rights of indigenous peoples, local communities, and marginalized groups, especially in cases where Suppliers operate in or near their communities.
- Avoid complicity in human rights abuses, including but not limited to forced labour, child labour, and other human rights violations.

#### 5. Environmental Sustainability

Suppliers must demonstrate a commitment to environmental responsibility and sustainable business practices. Specifically, Suppliers must:

- Comply with environmental laws, regulations, and standards related to pollution prevention, waste management, resource conservation, and environmental protection.
- Implement measures to minimize their environmental footprint, including energy efficiency, waste reduction, recycling, and responsible use of natural resources.
- Identify and manage environmental risks associated with their operations and supply chain activities.

## 6. Ethical Business Practices

Suppliers must uphold high standards of ethical conduct and integrity in their business dealings. Specifically, Suppliers must:

- Conduct business with honesty, fairness, and transparency, avoiding bribery, corruption, extortion, and other unethical practices.
- Safeguard confidential information and intellectual property belonging to the Company and other parties.
- Ensure that their employees, agents, and representatives comply with this Code of Conduct and the Company's policies and procedures.

## 7. Compliance and Monitoring

Suppliers are expected to adhere to this Code of Conduct and actively promote compliance throughout their supply chain. The Company reserves the right to assess Supplier compliance with this Code through audits, inspections, and other monitoring mechanisms. Non-compliance with this Code may result in corrective actions, termination of the business relationship, or other remedies as deemed appropriate by the Company.

## 8. Reporting and Whistleblower Protection

Suppliers are encouraged to report any violations or concerns related to this Code of Conduct to the Company's designated contact person or through the Company's whistleblower hotline or reporting mechanism. The Company is committed to protecting whistleblowers from retaliation and ensuring confidentiality in reporting.

## 9. Acknowledgment

By entering into a business relationship with the Company, Suppliers acknowledge their commitment to comply with this Code of Conduct and to promote ethical business practices throughout their organization and supply chain.

## 10. Conclusion

The Company values its relationships with its Suppliers and believes that mutual respect, integrity, and ethical conduct are essential for sustainable business partnerships. This Suppliers Code of Conduct reflects our commitment to responsible sourcing, corporate social responsibility, and ethical business practices.

## Amendment Record

Date	Detail
1 Oct 21	V1.0 - Initial version
1 Oct 22	V2.0 - Reviewed
1 Oct 23	V3.0 Reviewed
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30 July 25	V5.0 Reviewed