

# SUPPLIER CODE OF CONDUCT

## 1. INTRODUCTION

At Comsim, we are committed to maintaining high standards of social and environmental responsibility across all of our operations. In recognition of the important role our suppliers play in our overall impact, we have created the below Supplier Code of Conduct to outline our expectations for social and environmental practices.

## 2. ETHICAL PRACTICES

- **Compliance with Laws:** Suppliers must agree to comply with all applicable local, national, and international laws and regulations.
- **Business Integrity:** Suppliers must conduct their business ethically, including prohibiting all forms of corruption, bribery, and fraudulent activities.

## 3. LABOUR STANDARDS

- **Child Labour:** Suppliers must not engage in or support the use of child labour as defined by the International Labour Organisation conventions.
- **Forced Labour:** Suppliers must not use forced, bonded, or involuntary labour.
- **Working Conditions:** Suppliers must provide a safe and healthy working environment for their employees, complying with all relevant health and safety laws and regulations.
- **Non-Discrimination:** Suppliers must provide equal employment opportunities and not discriminate based on any status protected by law.
- **Wages and Benefits:** Suppliers must pay employees fair wages and provide benefits that meet or exceed the UK Living Wage standards and industry norms.
- **Professional Development:** Suppliers must provide staff with opportunities for professional development including through reviews and provision of training.

## 4. ENVIRONMENTAL SUSTAINABILITY

- **Resource Management:** Suppliers must use resources efficiently, including water and energy, and strive to minimise waste and emissions.
- **Environmental Impact:** Suppliers must continuously seek to reduce their environmental impact, implementing measures to protect natural resources and biodiversity.
- **Sustainable Practices:** Suppliers should adopt sustainable practices, such as reducing carbon footprints, using renewable energy sources, and promoting recycling and waste reduction.

## **5. MONITORING AND COMPLIANCE**

- **Audits and Reviews:** Suppliers agree to undergo regular audits and reviews to ensure compliance with this Code of Conduct.
- **Reporting Violations:** Suppliers must promptly report to us any violations of this Code of Conduct and take corrective actions to address issues.

By signing this Supplier Code of Conduct, suppliers commit to upholding these principles and working with comsim to create a positive social and environmental impact.

Supplier Name:

Authorised Signature: