



Supplier Code of Conduct

1. Introduction

This supplier code of conduct defines the standards that we expect from our suppliers to ensure ethical, sustainable, and socially responsible behaviour throughout our supply chain. We expect our suppliers to meet these standards when doing business with us both in their own businesses and their own supply chains.

2. Compliance with Laws and Regulations:

Suppliers must comply with all applicable local, national and international laws, regulations, and industry standards related to their operations, products, and services. This includes but is not limited to laws related to labour, health and safety, environmental protection, anti-corruption, anti-bribery, and data privacy.

3. Ethical Business Practices:

Suppliers are expected to conduct their business with integrity, honesty, and fairness.

They must avoid engaging in any form of bribery, corruption, conflicts of interest, fraud, or unethical behaviour.

Suppliers should maintain accurate records and financial transparency in their dealings with the company.

Suppliers should have systems and practices to ensure fair competition, in compliance with all relevant competition laws and regulations. Suppliers will ensure that they do not take part in anti-competitive practices.

4. Labour Standards:

Suppliers must uphold the human rights of their employees and ensure fair treatment, safe working conditions and equal opportunities for all workers regardless of race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic protected by applicable laws.

They must comply with applicable labour laws and regulations, including those related to minimum wage, working hours, overtime pay, and freedom of association.

Suppliers should prohibit all forms of forced labour, child labour, discrimination, harassment, and abuse in the workplace.

5. Health and Safety:

Suppliers must provide a safe and healthy work environment for their employees, contractors, and visitors that prevents accidents and injury to health.

Suppliers should comply with relevant occupational health and safety laws and regulations and strive to continuously improve safety performance.



They should proactively identify and mitigate workplace hazards, provide necessary safety training, and ensure access to appropriate personal protective equipment appropriate to their industry and size of business.

6. Environmental Responsibility:

Suppliers must comply with environmental laws and regulations obtain necessary permits and strive to improve environmental performance over time.

Suppliers should minimise their environmental impact by implementing sustainable practices, reducing waste, resource consumption and pollution. Suppliers should consider energy efficiency, water conservation, waste reduction, recycling, and pollution prevention in their operations.

7. Quality and Safety:

Suppliers must deliver products and services that meet agreed-upon quality standards and safety requirements. This includes ensuring product safety, accuracy, reliability, and adhering to applicable quality management systems.

8. Confidentiality and Intellectual Property:

Suppliers must respect the confidentiality of any proprietary information, trade secrets or intellectual property shared by the company (including any such information relating to our clients) and take appropriate measures to safeguard it against unauthorised disclosure or use.

Suppliers should use any such information only for the purpose for which it was disclosed and take measures to protect it from unauthorised disclosure, theft, or misuse.

9. Data security and privacy

Suppliers should have in place policies to ensure data privacy and data security. Suppliers should appropriately protect all information and data received from according to the sensitivity of the data received, and in accordance with industry recognised good security practices.

Suppliers should comply with all relevant data protection laws and regulatory obligations in relation to information collection, storage, processing, transmission and sharing in relation to personal data.

Wherever suppliers are aware of a security and/or data privacy incident that affects or has the potential to affect Pure Communications Group, they must inform us immediately via their normal point of contact and also gdpr@purecommsgroup.com

10. Social Responsibility:



Suppliers are encouraged to contribute positively to the communities in which they operate by supporting social initiatives, diversity, inclusion, and promoting human rights.

They should promote diversity, inclusion, and equal opportunity within their workforce and supply chain.

11. Continuous Improvement:

Suppliers are expected to continually assess and improve their performance in alignment with the principles of this code of conduct. This includes seeking feedback, implementing corrective actions, and striving for excellence in all aspects of their business.

12. Conclusion

By adhering to these principles, suppliers demonstrate their commitment to responsible business practices and contribute to the overall success and reputation of both their own businesses and the companies they serve.

Last review date: February 24