

		<i>Supplier Code of Conduct</i>	
Document number		Revision	v 0.0
Department	Procurement	Effective Date	17 March 2026
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1. Purpose

This Code establishes clear expectations for suppliers, contractors, and business partners to uphold ethical, responsible, and sustainable practices. It reflects our commitment to integrity, human rights, environmental stewardship, and compliance with applicable laws.

2. Compliance with Laws & Regulations

Suppliers must comply with all relevant local, national, and international laws and regulations.

This includes but is not limited to:

- Labor laws governing wages, working hours, and employment conditions.
- Trade regulations related to import/export, customs, and sanctions
- Environmental laws addressing emissions, waste disposal, and resource use.

3. Labor & Human Rights

Suppliers are expected to:

- Prohibit slavery, child labor, forced labor or human trafficking in any form.
- Ensure fair wages and working hours consistent with legal standards.
- Respect freedom of association and collective bargaining rights.
- Provide and maintain the infrastructure necessary for the operation to achieve conformity of products and services.
- Maintain a workplace free from discrimination, harassment, and abuse. These principles align with the International Labor Organization (ILO) conventions.

4. Health & Safety

Suppliers must provide a safe and healthy work environment by:

- Implementing risk assessments and preventive measures.
- Ensuring emergency preparedness, including fire safety and evacuation plans.
- Providing training and protective equipment to employees. Regular inspections and compliance with occupational health standards.

5. Environmental

Suppliers should minimize environmental impact through but not limited to:

- Sustainable sourcing of raw materials.
- Waste reduction and recycling programs.
- Compliance with emission control and pollution prevention standards
- Actions that minimize the suppliers carbon footprint

6. Ethics & Integrity

Suppliers must:

- Maintain zero tolerance for bribery, corruption, and fraud. 17 March 202

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- Avoid conflicts of interest in business dealings.
- Conduct transactions fairly and transparently, with accurate record-keeping. Any unethical behavior must be reported immediately
- Conduct Ethical & responsible sourcing

7. Data Privacy & Confidentiality

Suppliers are responsible for:

- Protecting confidential business information and intellectual property.
- Complying with data protection laws.
- Implementing secure systems to prevent unauthorized access or breaches.

8. Reporting & Accountability

Suppliers must:

- Cooperate fully with audits and investigations.
- Implement corrective actions promptly when issues are identified.
- Ensure that any subcontractors comply with this Code and acknowledge responsibility for any violations committed by their subcontractors.

9. Selection, Monitoring & Audits

We reserve the right to:

- Evaluate Suppliers' compliance with the Code during the Suppliers' evaluation and selection process.
- Conduct periodic audits and site visits to verify compliance.

10. Enforcement & Consequences

Violations of this Code may result in:

- Corrective action requirements within a specified timeframe.
 - Suspension or termination of business relationships.
 - Legal action and reporting to authorities for severe breaches.
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