

# SUPPLIER CODE OF CONDUCT

VERSION	DATE	COMMENTARY
1.0	07.07.2025	Original Policy

## OUR COMMITMENT

At Tigerbond, we are committed to doing business the right way – with honesty, integrity, and transparency at the heart of all we do. Our influence extends beyond our own operations, and we recognise the responsibility that comes with that reach.

We are focused on building a business that:

- Upholds human rights
- Promotes equality, diversity, and inclusion
- Minimises environmental impact
- Delivers positive outcomes for the communities in which we operate.

Our actions are shaped by strong governance, ethical leadership, and our commitment to sustainability through our Journey to Net Zero.

## WHAT WE EXPECT FROM OUR SUPPLIERS

Tigerbond works with partners and suppliers who share our values and our dedication to responsible, ethical business practices. This Supplier Code of Conduct sets out the standards we expect from all those who work with or on behalf of Tigerbond.

This Code is aligned with internationally recognised frameworks and standards, including:

- The Universal Declaration of Human Rights
- The International Labour Organization's (ILO) Core Conventions
- The UN Global Compact
- The UN Guiding Principles on Business and Human Rights.

Suppliers must apply these principles throughout their own operations and supply chains.

## OUR STANDARDS

### 1. Compliance with laws

Suppliers must comply with all applicable laws and regulations, including those related to:

- Labour and employment
- Health and safety

- Environmental protection
- Anti-bribery and corruption
- Confidentiality and data protection
- Trade sanctions and competition law

## 2. Fair labour practices

Suppliers must ensure safe, fair, and ethical treatment of all workers. This includes:

- Freely Chosen Employment:  
No forced, bonded, or coerced labour. Workers must not be charged recruitment fees or have movement restricted.
- Child Labour:  
No employment of individuals under the legal minimum working age. Young workers (16–17) must not be exposed to hazardous work or interfere with education.
- Freedom of Association:  
Respect employees' rights to join trade unions, collectively bargain, or choose not to participate – in line with local laws.
- Wages and Working Hours:  
Pay at least the legal minimum wage and provide legally mandated benefits. Ensure working hours are lawful and not excessive.
- Non-Discrimination:  
Employment decisions must not discriminate on the basis of race, gender, age, religion, disability, sexual orientation, identity, or any other protected characteristic.
- Humane Treatment:  
Ensure a work environment free from harassment, abuse, and intimidation. Workers must be treated with dignity and respect.

## 3. Prohibition of human trafficking

Suppliers must adopt a zero-tolerance approach to all forms of human trafficking and sexual exploitation, and comply with all relevant legislation.

## 4. Diversity and Inclusion

We encourage our suppliers to promote diversity within their own workforce and to actively include businesses owned by underrepresented or marginalised communities in their supply chains.

## 5. Health and Safety

Provide a safe and healthy working environment that meets legal and regulatory standards. Where worker accommodation is provided, it must be clean, safe, and offer basic facilities and privacy.

6. Respect for Land and Property Rights

Suppliers must respect the rights of individuals and communities to property and land. Engagement with indigenous or local communities must be based on the principles of free, prior, and informed consent.

7. Environmental Responsibility

Suppliers should actively reduce their environmental impact and strive to:

- Reduce energy use and greenhouse gas emissions
- Limit waste, especially plastics, and promote circular economy solutions
- Preserve water resources
- Monitor and report environmental performance
- Support biodiversity, where relevant

8. Ethical Business Conduct

Suppliers must conduct business ethically and with integrity. This includes:

- No involvement in bribery, corruption, money laundering, or tax evasion
- Compliance by all third-party representatives acting on their behalf

9. Gifts and Entertainment

Gifts, hospitality, or entertainment must never be used to improperly influence decisions involving Tigerbond. No gifts or entertainment should be offered during contract negotiations.

10. Conflicts of Interest

Suppliers must avoid conflicts of interest in their work with Tigerbond. Any potential or perceived conflict must be disclosed and appropriately managed.

11. Confidentiality and Data Protection

Suppliers must safeguard Tigerbond's confidential and proprietary information, and respect the privacy of its people and clients. All data handling must comply with relevant data protection laws.

12. Financial Transparency

Business records must be accurate, complete, and prepared in accordance with legal and industry requirements.

### 13. Grievance Mechanisms

Suppliers must provide clear and accessible channels for employees to raise concerns anonymously and without fear of retaliation. All concerns must be handled fairly and promptly.

## **RAISING CONCERNS**

We encourage all suppliers to speak up about potential breaches of this Code or any concerns related to unethical conduct. Concerns can be raised confidentially with your Tigerbond contact or through any designated reporting mechanism.

## **POLICY REVIEW**

This policy was published by Elspeth Brown, Operations Director in July 2025 and will be reviewed annually.