

# SUPPLIER CODE OF CONDUCT POLICY.

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## OUR COMMITMENT TO SUPPLIERS

At We Are Family London, we don't see suppliers as transactions, we see you as part of our story. The work we create together only shines when it's built on respect, trust, and shared values.

We put people and the planet at the heart of every decision, and that includes how we choose and work with our partners. We expect every supplier to stand with us in making sure the way we work is fair, sustainable, and secure.

## THAT MEANS:

- Respecting people and protecting their rights.
- Running businesses with integrity, never cutting corners at the expense of others.
- Caring for the environment, minimising harm, and looking for ways to do better.
- Safeguarding information and treating trust as something precious.

Together, we're not just delivering events, we're setting a standard. We believe creativity can be a force for change, and we want our supply chain to be part of that change.

## 1. PLAYING FAIR

We expect our suppliers to always act lawfully, honestly, and responsibly. That means following all relevant laws and regulations and where there's a higher standard in place, choosing the higher standard.

## 2. RESPECT FOR PEOPLE

We believe everyone deserves to feel safe, respected, and valued at work. Suppliers must:

- Treat people with dignity, fairness, and kindness.
- Never tolerate discrimination, harassment, or abuse of any kind.
- Provide fair pay, fair hours, and all legally required benefits.
- Respect workers' rights to join together, organise, and be heard.
- Create safe, healthy, and positive workplaces, including any housing or accommodation provided if required.

### 3. STANDING AGAINST EXPLOITATION

We will not work with anyone who uses forced, bonded, or child labour. Suppliers must ensure:

- No one works against their will.
- No one is asked to hand over identity documents or deposits.
- No worker is underage or exposed to unsafe work.

### 4. CARING FOR THE PLANET

As part of our ISO 14001 and B Corp certification, we take environmental responsibility seriously. We ask suppliers to:

- Comply with all environmental laws and regulations.
- Work to reduce waste, emissions, and energy use.
- Handle and dispose of materials safely and responsibly.
- Share their own sustainability initiatives, we want to learn and improve together.

### 5. PROTECTING WHAT MATTERS

As part of our ISO 27001 certification, we put strong information security at the heart of our work. Suppliers who handle our data or systems must:

- Keep information secure through measures like encryption, secure access, and up-to-date protection.
- Train teams in data security and confidentiality.
- Act quickly and openly if there's ever a risk or breach.
- Comply with UK GDPR and all relevant data protection requirements.

### 6. ACTING WITH INTEGRITY

We have zero tolerance for corruption, bribery, or improper influence. Suppliers must:

- Comply with the UK Bribery Act 2010.
- Avoid conflicts of interest and declare them if they arise.
- Always conduct business transparently and fairly.

## 7. PROOF AND ASSURANCE

To make sure these commitments are real, we ask suppliers to complete our New Supplier Form, where we gather details on certifications, insurance, and information security practices. We may request further evidence or follow up where needed.

## 8. ACCOUNTABILITY

If issues arise, we'll work with suppliers to put things right. But where problems persist or serious breaches occur, we may end the relationship.

## 9. SHARED COMMITMENT

This Code is not just about compliance, it's about collaboration. By working with We Are Family London, suppliers join us in making business a force for good. Together we can deliver events that are bold, creative, and responsible, for people, communities, and the planet.

## SUPPLIER ACKNOWLEDGEMENT

I/We, the undersigned, acknowledge receipt of the We Are Family London Supplier Code of Conduct and confirm our commitment to adhere to its requirements, alongside completion of the New Supplier Form.

SUPPLIER NAME	
ADDRESS	
SIGNED	
POSITION IN COMPANY	
Date	